

Great A+P

1960-1963

Office of the General President

To: Mr. James R. Hoffa

From: F. Keathley

TRADE DIVISION

Warehouse - Great  
Atlantic & Pacific Tea  
Company Sept. 23, 1963  
DATE

The Great Atlantic & Pacific Tea Company contract in Raleigh, N.C. has been completed. In a membership meeting held September 17, 1963 the membership approved the final settlement by a vote of 35 to 7.

FK:blm

cc: Mr. Gibbons

August 12, 1963

MEMORANDUM

To: Mr. Gibbons  
From: F. Keathley

RE: A & P Negotiations at Raleigh, N.C.

The following items are contained in the Colonial contract at Raleigh but are missing in the A & P contract. Attached is the Colonial contract. Please return the contract to me.

1. Union Security Items

Picket Line Clause (Page 13)  
Unauthorized Activity Clause (Page 9)  
Savings Clause (Page 22)  
Stewards Clause (Page 8)

2. Seniority

At Colonial seniority is qualified only by experience and the ability to do the work. (Page 13)

At A & P seniority is qualified and the company has unqualified right to determine qualifications.

There are no bidding procedures in the A & P contract.

3. Grievance Procedures

At A & P a steward cannot take up or discuss a grievance during working hours.

The Business Agent has no right to enter the warehouse at any time.

4. Cost Items

A & P does not have a 4th week of vacation after 20 years.

A & P has a contributory plan for its Health & Welfare and has no provision for insurance or pensions.

Colonial has company paid Health & Welfare, Insurance, and Pension Plans for its employees (Page 20)

5. Remember Banquet Foods

Office of the General President

To: H. J. Gibbons

From: F. Keathley

TRADE DIVISION

Warehouse - A & P

Tea Company

X

23 July 1963

DATE

I met with Mr. McKee of the A & P Tea Company in New York, Friday, July 19th, concerning the problems at Raleigh, North Carolina. Mr. McKee advises me that his authority is limited to the Eastern Division and does not include this installation at Raleigh, North Carolina. Mr. LaFond has been ill for some time and probably will not return for some time yet. Mr. McKee is simply taking care of small details for Mr. LaFond. He did advise me that he would contact other individuals and see if there was any possibility that a settlement could be reached.

FK/blm

*Buschert*  
*Sid Davis*





THOMAS J. LLOYD  
INTERNATIONAL PRESIDENT  
PATRICK E. GORMAN  
INTERNATIONAL SECY. TREAS.

Amalgamated  
*Meat Cutters and  
Butcher Workmen*  
OF NORTH AMERICA

2800 N. SHERIDAN ROAD CHICAGO 14, ILLINOIS

REPLY TO  
LEON B. SCHACHTER  
INT. VICE PRESIDENT  
100 INDIANA AVE. N.W.  
WASHINGTON 1, D.C.

March 8, 1963

ORGANIZING -

*West Atlantic +  
Pacific Tea Company*  
X

Mr. H. J. Gibbons  
Executive Assistant to  
the General President  
International Brotherhood  
of Teamsters  
25 Louisiana Avenue, N. W.  
Washington 1, D. C.

Dear Sir and Brother:

Let me acknowledge and thank you for the copy  
of your letter dated March 5. to Brother Morrissey,  
and copy of his letter, concerning the A & P organizing  
campaign.

I appreciate very much your sending these com-  
munications to me.

With best regards, I am

Fraternally yours,

*Leon B. Schachter*  
Leon B. Schachter  
International Vice President

LBS  
mp



PRINTED IN U. S. A.

ORGANIZING -

X Great Atlantic &  
Pacific Tea Company  
X

March 5, 1963

Mr. Nicholas Morrissey, General Organizer  
International Brotherhood of Teamsters  
650 Beacon Street  
Boston, Mass.

Dear Sir and Brother:

This will authorize you to proceed with the  
organizing campaign at A & P stores currently organized by  
an Independent Union.

With respect to employees of other chains  
currently organized by the Meat Cutters and the Retail Clerks,  
we will have to discuss this with you as individual situations  
arise.

Faternally yours,

H. J. Gibbons  
Executive Assistant to the  
General President

HJG/yh  
cc: Leon Schachter

INTERNATIONAL BROTHERHOOD OF TEAMSTERS  
CHAUFFEURS · WAREHOUSEMEN & HELPERS  
OF AMERICA

OFFICE OF  
NICHOLAS P. MORRISSEY  
GENERAL ORGANIZER  
650 BEACON STREET

BOSTON 15, MASSACHUSETTS

26 February 1963



Mr. James R. Hoffa, General President  
International Brotherhood of Teamsters  
25 Louisiana Avenue, Northwest  
Washington 1, D. C.

Dear Sir and Brother:

There has been, for some considerable time, particularly in the Providence, Rhode Island, area, a situation in existence wherein the Meatcutters, because of an alleged contract clause, are refusing to permit Teamsters' Driver-Salesmen to display their wares in stores under contract with the Meatcutters. The enclosed file, which is self-explanatory, is a typical example of that which I make reference to.

In the middle 1930's I was responsible for the complete organization by, and recognition of, the Meatcutters and the Retail Clerks in the First National Stores, Stop and Shop, etc., in the entire New England area. At that time I insisted that everybody in the stores, including the managers, become members of the above-named organizations.

However, because of the situation now in existence, as set forth in the first paragraph above, and as portrayed in the enclosed file, and in addition thereto, because presently the A & P Tea Company is organized by an independent union, I am requesting permission to organize the employees of the A & P Tea stores retail outlets into the Teamsters, with the issuance, if necessary, of special and separate charters, wherever the case within the New England area is warranted.

It would be my intention to also include, under this new

Mr. James R. Hoffa  
Washington, D. C.  
re Meatcutters and Retail Clerks  
26 February 1963  
- page two -

Teamster sat-up, the employees of such other chains as may be presently organized by either the Meatcutters or the Retail Clerks.

If you do not approve of the taking over of such employees, who are members of the two above-named organizations and who, from time to time, make requests upon us to take them into the Teamsters, it is hoped that you will approve of the request in respect to the A & P Tea Company, presently organized by an independent union.

I trust the foregoing will meet with your approval and that authorization will be granted the undersigned.

With kind personal regards, I am

Fraternally yours

*Nicholas F. Morrissey*

Nicholas F. Morrissey  
General Organizer

NFM/co

Enc: ltr fm Hanoian to Morrissey 2/20/63  
enclosing ltr fm Hanoian to DiSano 2/20/63



**Bakery, Food, Dairy, Beverage and Miscellaneous Drivers,  
Advance Salesmen, Warehousemen and Helpers**

**Local Union No. 64**

**PAUL G. HANCIAN**  
Secretary-Treasurer

Affiliated with:  
International Brotherhood of Teamsters,  
Chauffeurs, Warehousemen and Helpers  
of America

Eastern Conference of Teamsters  
Joint Council of Teamsters #10  
New England Conference of Bakery Drivers

Telephone  
DExter 1-8241

511 WESTMINSTER STREET, PROVIDENCE 3, R. I.

February 20, 1963

Mr. Nicholas P. Morrissey, General Organizer  
International Brotherhood Of Teamsters  
650 Beacon Street  
Boston, Massachusetts.

Dear Sir and Brother:-

Re. our dispute with the Meat Cutters Union,  
Representative Hartigan and Attorney Beins at a conference  
in our Office on February 6, 1963, did secure affidavits  
from some of our members involved in the dispute,  
with the view of proving the economic losses sustained  
by our drivers.

Director Thomas Flynn has advised us that he is  
awaiting the decision of the International Executive Board  
as Clifton C. Caldwell, Vice-President of the Amalgamated  
Meat Cutters and Butcher Workmen informed him that  
this matter was one of the subjects referred to the  
Executive Board for final action at their conference  
of February 15, 1963.

Incidentally, as a result of an incident in one of  
the Markets this morning, we were provoked into  
forwarding a letter to the President of the Meat Cutters  
Local in this area, a copy of which is enclosed for  
your files.

With best wishes, I remain,

Fraternally yours,

*Paul G. Hancian*  
Secretary-Treasurer  
Local Union No. 64

RGH/kh.

**Bakery, Food, Dairy, Beverage and Miscellaneous Drivers,  
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of America

Eastern Conference of Teamsters  
Joint Council of Teamsters #10  
New England Conference of Bakery Drivers

Telephone  
DEster 1-8241

511 WESTMINSTER STREET, PROVIDENCE 3, R. I.

February 20, 1963.

Mr. Salvatore DiSano, President  
Meat Cutters & Food Store Workers, Local 328  
386 Broad Street  
Providence, Rhode Island.

Dear Sir and Brother:-

The latest example of the spirit of Unionism and  
Fraternalism which the Meat Cutters Union is continuing  
to display in their relationship with the members of  
our Organization occurred today, February 20th, when  
one of our members was subjected to the following  
injustice in the Star Markets on Elmwood Avenue,  
Providence, R. I.

This member was not permitted in the selling area of  
the above mentioned Market, but was told to dump  
his merchandise on the floor and get going, he did  
stand by and watch a non-union Sunbeam driver enter  
the selling area in this Market this morning to stock,  
rack and service his non-union products without  
any interference whatsoever.

When Sunbeam invaded this market some years ago,  
we communicated with you to inform you that Sunbeam  
was the only significant Bakery in this area whose  
products are made and delivered by non-union drivers,  
and enlisted the aid of your Officers and membership  
to place their product on the "Unfair and Non-Union"  
list.



**Bakery, Food, Dairy, Beverage and Miscellaneous Drivers,  
Advance Salesmen, Warehousemen and Helpers  
Local Union No. 64**

**PAUL G. HANDEAN**  
Secretary-Treasurer

Affiliated with  
International Brotherhood of Teamsters,  
Chauffeurs, Warehousemen and Helpers  
of America

Eastern Conference of Teamsters  
Joint Council of Teamsters #50  
New England Conference of Bakery Drivers

Telephone:  
DLester 1-8241

511 WESTMINSTER STREET, PROVIDENCE 5, R. I.

— 84 —

Mr. Salvatore DiSano

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February 20, 1963

At that time, we were naive enough to believe that the Officers of your organization and your members in the various Markets would encourage the sales of Union made and delivered products. The facts are; that your Union not only ignored our appeals for assistance, but have actually done everything possible to promote the sales of this non-union made and delivered product.

Frankly, our members are so disillusioned and disgusted with the type of treatment accorded to them by the Meat Cutters Union that you can expect none of the cooperation from them which you requested and received in the past. We refer to your requests, when certain Elections were in the offing, that our members coming into contact with the various employees involved solicit them to vote in favor of the Meat Cutters.

Incidentally, one of your excuses, in the past, when we requested relaxation of this "No Salesmen" Rule was that relaxing any provision thereof would start an avalanche of requests from other salesmen, obviously, the only requests that your Union would not entertain are requests from Organized Drivers, as requests from the unorganized Sunbeam Drivers are given every consideration.

Another excuse you advanced as justification for this unfair clause in the Meat Cutters Contract is that it was endorsed by the rank and file membership. The union should not be placed on the rank and file membership. We are familiar enough with the techniques of negotiating Contracts to realize that Policy is not dictated by the rank and file membership.

**Bakery, Food, Dairy, Beverage and Miscellaneous Drivers,  
Advance Salesmen, Warehousemen and Helpers  
Local Union No. 64**

**PAUL G. HANDEAN**  
Secretary-Treasurer

Affiliated with:  
International Brotherhood of Teamsters,  
Chauffeurs, Warehousemen and Helpers  
of America

Eastern Conference of Teamsters  
John Caswell of Teamsters 678  
New England Conference of Bakery Drivers

Telephone:  
Dialer 1-6241

511 WASHINGTON STREET, PROVIDENCE 5, R. I.

Mr. Salvatore DiSano

-3-

February 20, 1963

and that if any consideration for a Sister Local Union is to be given it must be initiated by the Officers of the Organization.

Your Union is evincing no concern over the fact that members of another Union are not only suffering considerable losses in their weekly wages, but that Organized Companies who are paying good wages and benefits to our people, and who are in the business of producing highly perishable products are also being subjected to great losses in all the Markets where this unfair rule in the Meat Cutters Contract is in effect.

We understand, since pointing out to you that in other areas where representatives of the Meat Cutters recognized the injustice of this provision in their Contracts and did permit Teamster members to perform this important function, that, now, in these areas, an accommodation of the "No Salesmen" rule is being effectuated.

Furthermore, the gains your Union derives from this unfair clause in your Contracts are infinitesimal compared to the losses suffered by our members and the Organized Companies involved, therefore, it is apparent that the principles of fraternalism, decency and justice are being sacrificed for meagre gains by the Meat Cutters Union.

We might point out that the Teamsters are not the only members of Organized Labor witnessing this

**Bakery, Food, Dairy, Beverage and Miscellaneous Drivers,  
Advance Salesmen, Warehousemen and Helpers**

Local Union No. 64

**PAUL G. MARDIAN**  
Secretary-Treasurer

International Brotherhood of Teamsters,  
Chauffeurs, Warehousemen and Helpers  
of America

Spokane Chapter of Teamsters  
John G. Smith of Teamsters 698  
Ray H. Smith of Teamsters of Bakery Drivers

Telephone:  
DRester 1-8241

511 Warehousemen Street, Everett, W. B. I.

Mr. Salvatore DiSano

-4-

February 20, 1963

sacrifice of principles on the part of your Union, and the  
dishonesties being displayed in your relationship with the  
members of another Union.

Fraternalty yours,

Paul G. Mardian  
Business Representative  
Local Union No. 64

PGH/kh.

GREAT A & P TEA COMPANY

CHAIRMAN: Robert Holmes - Local 337 (Detroit, Michigan)  
 SECRETARY: Dennis Crotty - Local 852 (New York, New York)

Local Unions concerned with National Master Contract, by Conference Area:

CONFERENCE & LOCAL UNION		Power of Attorney Received
CENTRAL AREA:	20 - Toledo, Ohio	---
	89 - Louisville, Kentucky	---
	105 - Cincinnati, Ohio	---
	135 - Indianapolis, Indiana	---
	197 - Cleveland, Ohio	---
	200 - Milwaukee, Wisconsin	YES
	215 - Evansville, Indiana	YES
	332 - Flint, Michigan	YES
	337 - Detroit, Michigan	---
	377 - Youngstown, Ohio	---
	400 - Cleveland, Ohio	---
	406 - Grand Rapids, Michigan	---
	413 - Columbus, Ohio	---
	544 - Minneapolis, Minnesota	---
	627 - Peoria, Illinois	YES
	729 - East St. Louis, Illinois	YES
	955 - Kansas City, Missouri	---
EASTERN AREA:	61 - Biltmore, North Carolina	YES
	71 - Charlotte, North Carolina	---
	110 - Altoona, Pennsylvania	---
	169 - Philadelphia, Pennsylvania	---
	229 - Scranton, Pennsylvania	---
	251 - Providence, Rhode Island	---
	294 - Albany, New York	---
	317 - Syracuse, New York	---
	322 - Richmond, Virginia	---
	340 - Portland, Maine	---
	391 - Raleigh, North Carolina	---
	404 - Springfield, Massachusetts	YES
	505 - Huntington, West Virginia	YES
	558 - Buffalo, New York	---
	559 - Hartford, Connecticut	---
	570 - Baltimore, Maryland	YES
	635 - Pittsburgh, Pennsylvania	---
	697 - Wheeling, West Virginia	---
	789 - Fairmont, West Virginia	YES
	829 - Boston, Massachusetts	---
SOUTHERN AREA:	852 - New York, New York	---
	863 - Paterson, New Jersey	---
	892 - Jersey City, New Jersey	---
	929 - Yeadon, Pennsylvania	---
	270 - New Orleans, Louisiana	YES
SOUTHERN AREA:	390 - Miami, Florida	YES
	512 - Jacksonville, Florida	YES
	745 - Dallas, Texas	YES
	968 - Houston, Texas	YES
WESTERN AREA:	545 - Los Angeles, California	---

July 9, 1962



TRADE DIVISION

Warehouse - G & P  
Tea Company  
X

GREAT ATLANTIC & PACIFIC TEA COMPANY  
PROPOSED CLAUSES for UNIFORM CONTRACT

FEBRUARY, 1962

Prepared by:

NATIONAL WAREHOUSE DIVISION

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN & HELPERS

25 Louisiana Ave. NW, Washington 1, DC

H. J. GIBBONS, CHAIRMAN

JOSEPH M. DILLON, SECRETARY

SAMUEL BARON, FIELD DIRECTOR

Rec. for filing 2/16/62

GREAT ATLANTIC & PACIFIC TEA COMPANY

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GREAT ATLANTIC & PACIFIC TEA COMPANY

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STEWARDS 30,31

LOCAL & LOCATION	Bakery	Produce	Quaker	Frosted	Drivers	Other
29 - Toledo, Oh.						
89 - Louisville, Ky.						
105 - Cincinnati, Ohio						
135 - Indianapolis, Ind.						
144 - Terre Haute, Ind.						
197 - Cleveland, Ohio						
200 - Milwaukee, Wis.						
215 - Evansville, Ind.						
329 - Racine, Wis.						Milk plant
332 - Flint, Mich.	X					
337 - Detroit, Mich.	X	X				
377 - Youngstown, Ohio	X					
400 - Cleveland, Ohio		X				
406 - Grand Rapids, Mich.	X					Bakery
407 - Cleveland, Ohio					X	
413 - Columbus, Ohio	X					
446 - Neenah, Wisconsin						Milk plant
544 - Minneapolis, Minn.		X				
619 - Manitowoc, Wis.						Milk plant
627 - Peoria, Illinois	X					
688 - St. Louis, Mo.				X		
729 - St. Louis, Ill.	X					
755 - Kansas City, Mo.	X					
EASTERN CONFERENCE AREA						
61 - Baltimore, N. C.	X					
71 - Charlotte, N. C.	X					
99 - Brockport, N. Y.			X			
107 - Philadelphia, Pa.					X	
110 - Altoona, Pa.	X					
169 - Philadelphia, Pa.	X					
229 - Scranton, Pa.	X				X	
251 - Providence, R. I.	X					
294 - Albany, N. Y.	X					
317 - Syracuse, N. Y.	X					
322 - Richmond, Va.	X					
340 - Portland, Me.	X				X	
355 - Baltimore, Md.					X	
391 - Raleigh, N. C.	X					
404 - Springfield, Mass.		X		X		West Whse.
505 - Huntington, W. Va.	X					
558 - Buffalo, N. Y.	X					
559 - Hartford, Conn.	X					
570 - Baltimore, Md.	X					
635 - Pittsburgh, Pa.	X	X				Coffee Div.
637 - Wheeling, Pa.	X			X		

(continued)

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GREAT ATLANTIC & PACIFIC TEA COMPANY

Units under contract to Teamsters - by Conference Area:

LOCAL & LOCATION	Grocery	Produce	Quaker	Frosted	Drivers	Other
	Whse.	Whse.	Maid	Food		
CENTRAL CONFERENCE AREA						
20 - Toledo, Ohio	X					
89 - Louisville, Ky.	X					
105 - Cincinnati, Ohio	X					
135 - Indianapolis, Ind.	X					
144 - Terre Haute, Ind.			X			
177 - Cleveland, Ohio	X					
200 - Milwaukee, Wis.	X					
215 - Evansville, Ind.	X					
328 - Escanaba, Mich.						Milk plant
332 - Flint, Michigan	X					
337 - Detroit, Mich.	X	X				
377 - Youngstown, Ohio	X					
400 - Cleveland, Ohio		X				
406 - Grand Rapids, Mich.	X					Bakery
407 - Cleveland, Ohio					X	
413 - Columbus, Ohio	X					
446 - Wausau, Wisconsin						Milk plant
544 - Minneapolis, Minn.		X				
619 - Manitowoc, Wis.						Milk plant
627 - Peoria, Illinois	X					
688 - St. Louis, Mo.				X		
729 - E.St.Louis, Ill.	X					
955 - Kansas City, Mo.	X					
EASTERN CONFERENCE AREA						
61 - Biltmore, N. C.	X					
71 - Charlotte, N. C.	X					
99 - Brockport, N. Y.			X			
107 - Philadelphia, Pa.					X	
110 - Altoona, Pa.	X					
169 - Philadelphia, Pa.	X					
229 - Scranton, Pa.	X				X	
251 - Providence, R. I.	X					
294 - Albany, N. Y.	X					
317 - Syracuse, N. Y.	X					
322 - Richmond, Va.	X					
340 - Portland, Me.	X				X	
355 - Baltimore, Md.					X	
391 - Raleigh, N. C.	X					
404 - Springfield, Mass.		X		X		Meat Whse.
505 - Huntington, W. Va.	X					
558 - Buffalo, N. Y.	X					
559 - Hartford, Conn.	X					
570 - Baltimore, Md.	X					
635 - Pittsburgh, Pa.	X	X				Coffee Div.
677 - Wheeling, Pa.	X			X		

(continued)

A & P Units under contract to Teamsters (continued)

LOCAL & LOCATION	Grocery Whse.	Produce Whse.	Quaker Maid	Frosted Food	Drivers	Other
EASTERN CONFERENCE AREA (continued)						
783 - Fairmont, W. Va.	X					
807 - New York, N. Y.					X	
822 - Suffolk, Va.						Peanut plant
829 - Somerville, Mass.	X					
829 - Boston, Mass.		X				
852 - New York, N. Y.	X	X	X			Meat, Fish, Coff.
863 - Paterson, N. J.	X	X				Meat warehouse
892 - Jersey City, N. J.		X				
929 - Yeadon, Penna.		X				
SOUTHERN CONFERENCE AREA						
270 - New Orleans, La.	X					
390 - Miami, Florida	X					
512 - Jacksonville, Fla.	X	X				
728 - Atlanta, Georgia					X	
745 - Dallas, Texas	X					
968 - Houston, Texas	X	X				
WESTERN CONFERENCE AREA						
547 - Los Angeles, Cal.						Coffee Div.
595 - Los Angeles, Cal.	X					
630 - Los Angeles, Cal.						



A & P - CONTRACT EXPIRATION DATES

YEAR	LOCAL, LOCATION, UNIT	EXPIRATION DATE
1962	322 - Richmond, Va. (grocery whse.)	Feb. 10, 1962
	229 - Scranton, Pa. (grocery whse. & drivers)	Feb. 17, 1962
	20 - Toledo, Ohio (grocery whse.)	Mar. 3, 1962
	852 - New York City (Quaker Maid plant)	Mar. 5, 1962
	968 - Houston, Texas (grocery whse.)	Mar. 13, 1962
	71 - Charlotte, N. C. (grocery whse.)	Mar. 17, 1962
	337 - Detroit, Mich. (produce whse.)	Mar. 24, 1962
	570 - Baltimore, Md. (grocery whse.)	Apr. 3, 1962
	558 - Buffalo, N. Y. (grocery whse.)	May 15, 1962
	745 - Dallas, Texas (grocery whse.)	June 1, 1962
	169 - Philadelphia, Pa. (grocery whse.)	June 30, 1962
	215 - Evansville, Ind. (grocery whse.)	July 29, 1962
	547 - Los Angeles, Calif. (coffee div.)	Aug. 31, 1962
	955 - Kansas City, Mo. (grocery whse.)	Sep. 22, 1962
	505 - Huntington, W. Va. (grocery whse.)	Sep. 23, 1962
	635 - Pittsburgh, Pa. (grocery, produce, coffee)	Oct. 1, 1962
	789 - Fairmont, W. Va. (grocery whse.)	Oct. 1, 1962
	413 - Columbus, Ohio (grocery whse.)	Oct. 13, 1962
	340 - Portland, Me. (grocery whse.)	Oct. 31, 1962
	559 - Hartford, Conn. (grocery whse.)	Nov. 2, 1962
	107 - Philadelphia, Pa. (drivers)	Dec. 31, 1962
1963	697 - Wheeling, W. Va. (grocery & frosted food)	Jan. 19, 1963
	61 - Biltmore, N. C. (grocery whse.)	Feb. 17, 1963
	251 - Providence, R. I. (grocery whse.)	Feb. 28, 1963
	404 - Springfield, Mass. (produce, meat, f.f.d.)	Feb. 28, 1963
	822 - Suffolk, Virginia (peanut plant)	Mar. 9, 1963
	829 - Somerville, Mass. (grocery whse.)	Apr. 1, 1963
	294 - Albany, New York (grocery whse.)	Apr. 30, 1963
	317 - Syracuse, N. Y. (grocery whse.)	May 1, 1963
	852 - New York City (grocery, prod., meat, fish, cof.)	June 15, 1963
	391 - Raleigh, N. C. (grocery whse.)	July 14, 1963
	144 - Terre Haute, Ind. (Quaker Maid plant)	July 28, 1963
	390 - Miami, Florida (grocery whse.)	Oct. 5, 1963
	888 - St. Louis, Mo. (frosted food whse.)	Oct. 12, 1963
	863 - Paterson, N. J. (grocery, produce, meat)	Dec. 21, 1963
	328 - Escanaba, Michigan (milk plant)	Dec. 31, 1963
	446 - Wausaw, Wisconsin (milk plant)	Dec. 31, 1963
	619 - Manitowoc, Wisconsin (milk plant)	Dec. 31, 1963
	695 - Watertown, Wisconsin (milk plant)	Dec. 31, 1963

(continued)

A & P - CONTRACT EXPIRATION DATES (continued)

YEAR	LOCAL, LOCATION, UNIT	EXPIRATION DATE
1964	270 - New Orleans, La. (grocery whse.)	Jan. 25, 1964
	429 - Yeadon, Penna. (produce whse.)	Mar. 21, 1964
	197 - Cleveland, Ohio (grocery whse.)	Apr. 1, 1964
	829 - Boston, Mass. (produce whse.)	Apr. 1, 1964
	406 - Grand Rapids, Mich. (grocery whse.)	Apr. 18, 1964
	105 - Cincinnati, Ohio (grocery whse.)	Apr. 25, 1964
	406 - Grand Rapids, Mich. (bakery)	Apr. 25, 1964
	400 - Cleveland, Ohio (produce whse.)	May 1, 1964
	627 - Peoria, Illinois (grocery whse.)	May 30, 1964
	544 - Minneapolis, Minn. (produce)	May 31, 1964
	729 - E. St. Louis, Ill. (grocery whse.)	July 4, 1964
	355 - Baltimore, Md. (drivers)	Aug. 2, 1964
	892 - Jersey City, N. J. (produce whse.)	Aug. 2, 1964
	135 - Indianapolis, Ind. (grocery whse.)	Aug. 15, 1964
	332 - Flint, Michigan (grocery whse.)	Aug. 15, 1964
	337 - Detroit, Mich. (grocery whse.)	Aug. 19, 1964
	968 - Houston, Texas (produce whse.)	Aug. 31, 1964
	595 - Los Angeles, Cal. (grocery whse.)	Sep. 6, 1964
	249 - Pittsburgh, Penna. (drivers)	Oct. 1, 1964
	110 - Altoona, Penna. (grocery whse.)	Oct. 3, 1964
	89 - Louisville, Ky. (grocery whse.)	Oct. 21, 1964
	728 - Atlanta, Georgia (drivers)	Nov. 1, 1964
	200 - Milwaukee, Wis. (grocery whse.)	Nov. 7, 1964
1965	29 - Brockport, N. Y. (Quaker Maid plant)	Jan. 30, 1965
	377 - Youngstown, Ohio (grocery whse.)	Jan. 1965
1967	340 - Portland, Me. (drivers)	Apr. 8, 1967

NOTE: Following locals not included above - currently in negotiations.

407 - Cleveland, Ohio (drivers)  
512 - Jacksonville, Fla. (grocery & produce)  
630 - Los Angeles, Calif.



A & P CONTRACTS EXPIRING DURING THE PERIOD: 4/1/62 to 4/1/63

LOCAL, LOCATION & UNIT		CONFERENCE AREA	EXPIRATION DATE
570 - Baltimore, Md.	(grocery warehouse)	E	Apr. 3, 1962
558 - Buffalo, N. Y.	(grocery warehouse)	E	May 15, 1962
745 - Dallas, Texas	(grocery warehouse)	S	June 1, 1962
169 - Philadelphia, Pa.	(grocery warehouse)	E	June 30, 1962
215 - Evansville, Ind.	(grocery warehouse)	C	July 29, 1962
547 - Los Angeles, Cal.	(coffee warehouse)	W	Aug. 31, 1962
955 - Kansas City, Mo.	(grocery warehouse)	C	Sep. 22, 1962
505 - Huntington, W. Va.	(grocery warehouse)	E	Sep. 23, 1962
635 - Pittsburgh, Pa.	(grocery, produce & coffee)	E	Oct. 1, 1962
789 - Fairmont, W. Va.	(grocery warehouse)	E	Oct. 1, 1962
413 - Columbus, Ohio	(grocery warehouse)	C	Oct. 13, 1962
340 - Portland, Me.	(grocery warehouse)	E	Oct. 31, 1962
559 - Hartford, Conn.	(grocery warehouse)	E	Nov. 2, 1962
107 - Philadelphia, Pa.	(drivers)	E	Dec. 31, 1962
697 - Wheeling, W. Va.	(grocery & frosted food)	E	Jan. 19, 1963
61 - Biltmore, N. C.	(grocery warehouse)	E	Feb. 17, 1963
251 - Providence, R. I.	(grocery warehouse)	E	Feb. 28, 1963
404 - Springfield, Mass.	(produce, meat & frosted food)	E	Feb. 28, 1963
822 - Suffolk, Va.	(peanut plant)	E	Mar. 9, 1963

ARTICLE I: PARTIES TO AGREEMENT (Local 105 - Cincinnati, Ohio)

This Agreement, made and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 196\_\_\_\_, by and between THE GREAT ATLANTIC & PACIFIC TEA COMPANY, INC., party of the first part, and hereinafter referred to as the Employer, and the INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, LOCAL UNION NO. \_\_\_\_\_, of \_\_\_\_\_ (city) \_\_\_\_\_ (state), party of the second part, and hereinafter referred to as the Union.

WHEREAS, both parties are desirous of preventing strikes and lockouts and maintaining a uniform wage scale, working conditions and hours of employees of the Employer, and to facilitate peaceful adjustment of all grievances which may arise from time to time between the Employer and his employees, and,

WITNESSETH:

ARTICLE II: UNION JURISDICTION AND MEMBERSHIP

Section 1. Recognition (Local 105 - Cincinnati)

The Union shall be the sole representative and bargaining agent of those classification of employees covered by this Agreement in collective bargaining with the Employer.

Section 2. Unit Covered (Local 105 - Cincinnati)

The Employer agrees that this Agreement shall cover all

\_\_\_\_\_ employees in the \_\_\_\_\_  
(identify unit) (city) (unit)  
but excluding \_\_\_\_\_  
(any emps. not in unit)

Section 3. No Other Agreement (Local 105 - Cincinnati)

The Employer agrees not to enter into any other agreement with any other labor organization during the life of this Agreement with respect to employees covered by this Agreement.

Section 4. New Employees (Local 105 - Cincinnati)

The Employer may procure new employees from any source, and agrees to give equal opportunity to the Union to provide suitable applicants, with the understanding that the Employer is not required to hire those referred by the Union.

Section 5. Union Membership (Local 105 - Cincinnati)

All present employees who are members of the Union shall maintain their membership during the period of this Agreement by the regular payment of dues. Any employees not members of the Union shall join within thirty-one (31) days after the effective date of this provision, and any new employees shall join the Union within thirty-one (31) days after the date of their employment, and shall maintain their membership during the period of this Agreement by the regular payment of dues as a condition of employment.

Section 6. Checkoff of Dues and Initiation Fees (Local 135 - Indianapolis)

The Employer agrees to deduct each month from the paycheck of all employees who are covered by this Agreement all periodic dues and initiation fees owed to the Union by the employees, provided, however, that an employee shall have signed and submitted a written authorization for such action on the part of the Employer; such written authorization shall conform to and be in accordance with all applicable Federal and State laws.



ARTICLE 111: MANAGEMENT CLAUSE (Local 105 - Cincinnati)

The management of the business in all its phases and details shall remain vested in the Employer. The rights of the Employer and employees shall be respected and the provisions of this Agreement for the orderly settlement of all questions regarding such rights shall be observed.

ARTICLE IV: AGENCY SHOP (Local 390 - Miami)

1. Membership in the Union is not compulsory. Employees have the right to join, not join, maintain, or drop their membership in the Union, as they see fit. Neither party shall exert any pressure on or discriminate against an employee as regards such matters.

2. Membership in the Union is separate, apart and distinct from the assumption by one of his equal obligation to the extent that he receives equal benefits. The Union is required under this Agreement to represent all of the employees in the bargaining unit fairly and equally without regard as to whether or not an employee is a member of the Union. The terms of this Agreement have been made for all employees in the bargaining unit and not only for members in the union, and this Agreement has been executed by the Employer after it has satisfied itself that the Union is the choice of a majority of the employees in the bargaining unit and the Union has been certified. Accordingly, it is fair that each employee in the bargaining unit, pay his own way and assume his fair share of the obligation along with the grant of equal benefit contained in this Agreement.

In accordance with the policy set forth under sub-paragraphs (1) and (2) of this Section (ie), all employees shall as a condition of



continued employment, pay to the Union, the employee's exclusive collective bargaining representative, an amount of money equal to that paid by other employees in the bargaining unit who are members of the Union, which shall be limited to an amount of money equal to the Union's regular and usual initiation fees, and its regular and usual dues. For existing employees, such payments shall commence thirty-one (31) days following the date of execution of this Agreement and for new employees, the payment shall start thirty-one (31) days following the date of employment.

ARTICLE V: GRIEVANCE & ARBITRATION (Local 105 - Cincinnati)

Section 1. (Grievance Procedure)

Any difference, disputes, or complaints arising over the interpretation or application of the contents of this Agreement shall be submitted in written form. There shall be an earnest effort on the part of both parties to settle such promptly through the following steps:

(a) First be submitted for settlement to the Steward of the Union and the Warehouse Manager, who shall endeavor to settle the same satisfactorily to both parties.

(b) Should they, however, be unable to settle the same, then such complaint shall be submitted to the Business Agent of the Local Union and the Warehouse Manager, who shall endeavor to settle the same satisfactorily to both parties.

(c) Should they, however, be unable to settle the same, then such complaint shall be submitted to the Business Agent of the Local Union and the Operating Superintendent, who shall endeavor to settle the same satisfactorily to both parties.

Should they, however, be unable to settle the same, this matter

shall be submitted in writing - with specific reference to the Article and Section of the Agreement involved - to a Board of Arbitration.

Section 2. (Arbitration)

A board of Arbitration composed of the following: One (1) to be selected by the Employer, and one (1) selected by the Union, and shall render a decision within ten (10) days from the date of notification to arbitrate.

In case of a disagreement, a third member shall be chosen by the Arbitration Board. Should the Arbitration Board be unable to agree on the third member within five (5) days, the Federal Mediation and Conciliation Service shall be asked to submit a panel of arbitrators through their procedures, one (1) of whom shall be chosen as the third member. A majority decision of the Arbitration Board shall be rendered without undue delay and shall be final and binding upon both parties.

Each party shall defray expenses and compensation for their respective arbitrators. Expenses or compensation of the third arbitrator or more if necessary, shall be borne equally by the Union and the Company.

No grievances will be discussed unless the preceding procedures have been followed.

Section 3. (No Strike)

During the process of settling any complaint of violation or infraction of any section of this Agreement as herein set forth, the Union and its Members agree that there shall at no time be any strikes, tie-ups, slow-downs, walk-outs or any cessation of work on the part of the employees of any kind, pursuant to any order or direction of the Union, nor shall the Employer use any method of lockout. Any individual employee or group of employees violating the provisions of this section shall be summarily discharged by the Employer, without liability on the part of the Employer or the Union.

Section 4. (Discharge)

It is agreed that nothing herein contained shall in any way prohibit the Employer from discharging any employee, regardless of his seniority, provided it is for failure to discharge his duties as an employee. The Employer shall not discharge any employee without just cause and shall give at least one (1) warning notice of the complaint against such employee to the employee, in writing, and a copy of same to the Union; except, no warning notice need be given to an employee before being discharged if the cause of such discharge is dishonesty, drunkenness, sleeping while on duty,



recklessness resulting in serious accident on duty, and unprovoked abuse of qualified supervision. The warning notice shall not remain in effect for a period of more than \_\_\_\_\_ months from date of issuance. Discharge must be by proper written notice to the employee and the Union.

A discharge may be handled as a grievance. However, the matter must be submitted as a grievance in writing within \_\_\_\_\_ days of the date of dismissal. Final settlement, including the decision of the Board of Arbitration must be made within twenty-four (24) days from receipt of such written notice.

Any discharged employee reinstated as a result of the Grievance Procedure shall be paid compensation at his regular rate of pay for the time lost, if so agreed upon between the Employer and the Union, or if so ordered by the arbitrator.

ARTICLE VI: UNAUTHORIZED ACTIVITY (Local 723 - E.St.Louis)

It is understood and agreed that the Union shall have no financial liability for acts of its members which are unauthorized and which the Union cannot control. It is agreed, however, that in the event of any such unauthorized action, the Union shall, upon receiving notice thereof from the Employer (to be immediately confirmed in writing) order its members to return to work immediately, if there should be a work stoppage or discontinue such other action, not in accordance with this contract; and within forty-eight (48) hours, address a letter to the Employer notifying the Employer that the action of the Union members is unauthorized. In the event that such Union members who are involved in such unauthorized action shall refuse to discontinue such unauthorized action, as ordered by the Business Agents of the Union, the Employer shall have the right to discharge from employment such employees, without recourse to the grievance procedure as outlined in ARTICLE \_\_\_\_\_ herein.

In order that the Employer maybe apprised of the Office of the Union empowered to authorize strikes, work stoppages, or actions which shall interfere with the activities required of employees under this contract, notice is hereby given that only the Business Agents of the Union have the power or authority to authorize any such actions or give the orders or directions necessary to carry out such actions.

ARTICLE VII: PICKET LINE (Local 105 - Cincinnati)

The Employer agrees that it shall not request or demand that employees go through a lawful picket line. The Union agrees that it will not refuse to cross a picket line until such has been duly sanctioned by the Business Agent and until the Employer has been officially notified by the Union.

ARTICLE VIII: MAINTENANCE OF STANDARDS (Local 337 - Detroit)

The Employer agrees that all conditions of employment relating to wages, hours of work, and general working conditions shall be maintained at not less than the highest minimum standards in effect at the time of the signing of this Agreement.



ARTICLE IX: BULLETIN BOARDS and INSPECTION PRIVILEGE (Local 105 - Cincinnati)

The Employer agrees to permit Stewards to post and maintain any notices pertaining to Union business in connection with employees covered by this Agreement on a bulletin board within the establishment. Stewards are not to leave their respective departments during working hours without first obtaining permission from their Department Head. Upon request of the Operating Superintendent any accredited Union official shall be granted access to the plant in the interest of Union Business.

ARTICLE X: MILITARY CLAUSE (Local 635 - Pittsburgh)

It is agreed that to employees who enlist in the Armed Forces of the United States that the same protection will be extended regarding return to work as is provided for Selective Servicemen by the Selective Law now in effect.

ARTICLE XI: LEAVE OF ABSENCE (Local 635 - Pittsburgh)

Any employee, who is a member of the Union and who is officially delegated to represent the Union at a convention, shall be granted a leave of absence, without pay, not to exceed four weeks in any calendar year.

Any employee, who is elected to an office in the Union, shall be granted a leave of absence, without pay, to coincide with the term of office to which he is elected.

Any employee will be granted a sixty (60) day leave of absence for extended vacation or emergency. This will not apply for trying other employment.

ARTICLE X11: UNIFORMS (Local 105 - Cincinnati)

The Employer agrees that if any employee is required to wear any kind of uniform as a condition of his continued employment, such uniform shall be furnished and maintained by the Employer, free of charge, at the standard required by the Employer.



ARTICLE XIII: SAVINGS CLAUSE (Local 390 - Miami)

In the event that any article or section of this Agreement is held invalid by any court of competent jurisdiction, the remainder of the Agreement shall continue in effect.

ARTICLE XIV: TERM OF AGREEMENT (Local 729 - E. St. Louis)

This Agreement shall remain in effect from \_\_\_\_\_  
(month, day, year)  
through \_\_\_\_\_  
(month, day, year).

It is further agreed that in the event negotiations extend beyond the termination date of this Agreement, as set forth herein, any modification in wages shall be retroactive to the termination date, provided there is no work stoppage, slow-down, or other interruption of work, pending conclusion of negotiations.

Either party desiring to terminate this Agreement or to negotiate changes in this Agreement shall give notice to the other party in writing at least sixty (60) days prior to the expiration date hereof. If such notice is not given, as above, the Agreement shall be automatically renewed without change for a period of one (1) year. In the event either party serves notice of a desire to negotiate changes in the Agreement, it is mutually agreed that the Employer and the Union, without undue delay shall begin negotiations on the proposed changes, and that pending the results of negotiations, neither party shall change the conditions existing under the Agreement.

PROTECTION OF RIGHTS (Teamster Kroger Agreement)

Section 1. No Strike, No Lockout

During the term hereof the Union agrees that there shall be no strike or any other interference with or interruption of the normal conditions of the Employer's business by the Union or its members. The Employer agrees that there shall be no lockout.

Section 2. Picket Line

It shall not be a violation of this Agreement, and it shall not be cause for discharge or disciplinary action in the event an employee refuses to enter upon any property involved in a lawful primary labor dispute, or refuses to go through or work behind any lawful primary picket line, including the lawful primary picket line of the Union, party to this Agreement, and including lawful primary picket lines at the Employer's places of business.

Section 3. Struck Goods

It shall not be a violation of this Agreement and it shall not be a cause for discharge or disciplinary action if any employee refuses to perform any service which the Employer undertakes to perform for another employer or person whose employees are on strike, and which service, but for such strike,

would be performed by the employees of the other employer or person on strike.

Section 4. Grievances

Within five (5) working days of filing of grievance claiming violation of this Article, the parties to this Agreement shall proceed to the final step of the grievance procedure, without taking any intermediate steps, any other provision of this Agreement to the contrary notwithstanding.



SUBCONTRACTING (Teamster Broker Agreement)

The Employer agrees that no work or services presently performed or hereafter assigned to the collective bargaining unit will be subcontracted or transferred for the purpose of circumventing the terms and provisions of this Agreement to any outside company which does not have an agreement with a local union affiliated with The International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America. However, it is understood that nothing contained herein shall prohibit the Employer from opening new facilities, closing existing facilities, consolidating facilities, transferring operations from one facility to another, or having store deliveries made by suppliers of items not now being manufactured by the Employer.

If during the term of this Agreement, the Employer deems it advisable to abandon the present method of store deliveries and subcontracts to a common or contract carrier, all of the deliveries then being made by the employees covered by this Agreement, then a condition of such subcontract shall be the employment, in accordance with their seniority, of such employees by the common or contract carrier as the common or contract carrier requires to make the deliveries.

LOSS OR DAMAGE (Teamster Kroger Agreement)

An employee shall not be charged for loss or damage as long as he  
exercises a reasonable degree of care, skill and judgment.

DEFECTIVE EQUIPMENT & DANGEROUS CONDITIONS OF WORK (Teamster Kroger Agreement)

No employee shall be compelled to take out equipment that is not mechanically sound, and properly equipped to conform with all applicable city, state and Federal regulations.

Any employee involved in any accident shall immediately report said accident and any physical injury sustained. When required by his Employer, the employee, before starting his next shift, shall make out an accident report in writing on forms furnished by the Employer and shall turn in all available names and addresses of witnesses to the accident. Failure to comply with this provision shall subject such employee to disciplinary action by the Employer.

Employees shall promptly report to the Employer, in writing, all known defects in equipment when completing their runs. The report on equipment shall be turned in daily whether or not there are any known defects to report.

STEWARDS (Teamster Kroger Agreement)

The Employer recognizes the right of the Union to designate job stewards and alternates from the Employer's seniority list.

The authority of job stewards and alternates so designated by the Union shall be limited to, and shall not exceed, the following duties and activities:

1. The investigation and presentation of grievances in accordance with the provisions of the collective bargaining agreement;
2. the collection of dues when authorized by appropriate Union action;
3. the transmission of such messages and information which shall originate with, and are authorized by the Union or its officers, provided such messages and information
  - (a) have been reduced to writing, or
  - (b) if not reduced to writing, are of a routine nature and do not involve work stoppages, slow-downs, refusal to handle goods, or any other interference with the Employer's business.

The job steward shall not absent himself from his place of work to visit other parts of the warehouse without the permission of the foreman or super-



intendent. Any reasonable request shall be granted provided it does not interfere with efficient operation.

Job stewards and alternates have no authority to take strike action, or any other action interrupting the Employer's business, except as authorized by official action of the Union.

The Employer recognizes these limitations upon the authority of job stewards and their alternates, and shall not hold the Union liable for any unauthorized acts. The Employer in so recognizing such limitations shall have the authority to impose proper discipline, including discharge, in the event the shop steward has taken unauthorized strike action, slow-down, or work stoppage in violation of this Agreement.

Office of the General President

To: General President Hoffa  
From: Sam Baron

Warehouse  
Nov. 10, 1961  
DATE

Re: Your Assignment / Local 44 - Buffalo, N.Y.

At your request I looked into the dispute between our Local 44 and Pacific Transport Lines, Inc. (A&P). I dealt with Dan Wells the business agent concerned. I was advised that two issues were outstanding that prevented agreement on a new contract - (1) the reassignment of 8 helpers who were taken off after the last previous contract was signed; and (2) an additional paid holiday.

I contacted the national office of A & P in New York City and after three-sided negotiations we worked out a formula which is satisfactory to all parties - (a) four helpers will be reassigned; and (b) Pacific Transport has committed itself to granting the additional holiday when the local union achieves it in any other contract in the area.

I am advised by Business Agent Wells that the ratification meeting on the new contract will take place Sunday and he has assured me that it will be ratified unanimously. In the event this is not so, I shall report to you further.

Bsl

cc: H. J. Gibbons

7-10  
Office of the General President  
To: General President Hoffa  
From: Sam Beron

TRADE DIVISION  
Warehouse - A & P  
Aug. 28, 1961  
DATE

Re: A & P negotiations - Houston, Texas

At the request of Southern Conference Director Miller I assisted in negotiations for a first contract covering a new A & P unit in Houston, Texas. This unit is a produce pre-packaging operation.

These negotiations took place last week and I have received word that the terms were ratified unanimously. The terms, so far as hourly rates are concerned, are as follows:

Females:  $25¢ + 15¢ + 10¢ = 50¢$  total - bringing their rate up to \$1.60 per hour.  
Warehousemen:  $20¢ + 15¢ + 15¢ = 50¢$  total - bringing their rate up to \$1.85 per hour.  
Forklift Opers.:  $25¢ + 15¢ + 15¢ = 55¢$  total - bringing their rate up to \$1.90 per hour.  
Shipping and Receiving Clerks:  $20¢ + 15¢ + 10¢ = 45¢$  total - bringing their rate up to \$2.20 per hour.

Bsl

cc: H. J. Gibbons  
M. M. Miller

INTERNATIONAL BROTHERHOOD OF TEAMSTERS  
CHAUFFEURS · WAREHOUSEMEN & HELPERS  
OF AMERICA

OFFICE OF  
• JAMES R. MOFFA •  
GENERAL PRESIDENT  
28 LOUISIANA AVE., N.W.

WASHINGTON 1, D.C.

July 20, 1960



TRADE DIVISION

*Warehouse - Great  
Atlantic & Pacific Tea  
Company*

TO TEAMSTER LOCALS HOLDING CONTRACTS WITH  
THE GREAT ATLANTIC & PACIFIC TEA COMPANY

Dear Sir and Brothers:

The following information has been received in this office and is being forwarded for your attention and files.

Great A & P Tea Company sales for 52 weeks ending February 28, 1960 were \$5,048,574,241 as compared with \$5,094,741,391 for the 53-week period ending a year ago February.

A & P spokesmen noted that the sales results marked the best 52-week period in the company's history in spite of a strike that paralyzed the New York City operation for some six weeks. Store development program was being accelerated on a basis that was both steady and economically sound, consistent with population shifts, suburban expansion and the changing patterns of consumer demands. Specifically, this called for the opening of 237 stores in 1959, modernizing another 413 and closing 213. This pattern will continue through 1960. Many of the closed stores have been and are being replaced by stores in the nearby areas.

Fraternally yours,

*Sam Baron*  
Samuel Baron, Field Director  
National Warehouse Division

B:1



Office of the General President

To: D. Previant  
From: H. J. Gibbons

ADMINISTRATIVE FILE

Grant A&P Tea Stores

June 5, 1961

DATE

President Hoffa would appreciate your comments on the attached letter addressed to Mr. Holmes from J. H. Main, Operating Supervisor of the A&P.

H. J. Gibbons  
Executive Assistant to the  
General President

HJG:ld  
Att.

WAREHOUSE DIVISION

Warehouse - A & P

Tea Company

X

GREAT A & P TEA COMPANY

Contract Improvements Negotiated  
Since  
January 1, 1960

National Warehouse Division  
July 1, 1960

GREAT A & P TEA COMPANY: LOCAL NO. 55 - ASHEVILLE, NORTH CAROLINA

Improvements negotiated in new contract:

3 year contract expiring in February, 1963

4th week of vacation after 20 years

Wage rate increases: 10¢ per hour first contract year

7½¢ per hour second contract year

10¢ per hour third contract year

<u>WAGE RATES:</u>	<u>EFFECTIVE</u> <u>Feb. 1960</u>	<u>EFFECTIVE</u> <u>Feb. 1961</u>	<u>EFFECTIVE</u> <u>Feb. 1962</u>
Shipping clerks -----	\$2.10	\$2.17½	\$2.27½
Checkers -----	1.85	1.92½	2.02½
Selectors -----	1.65	1.72½	1.82½
General Labor -----	1.50	1.57½	1.67½
Banana Cutters -----	1.70	1.77½	1.87½

GREAT A & P TEA COMPANY: LOCAL NO. 294 - Albany, New York

Improvements negotiated in new contract:

3 year contract expiring May 1, 1963

3rd week of vacation after 8 years (was 10)

Seniority clause written in contract

Improved health and welfare coverage

One additional holiday (personal) - holidays now 9, plus  
4 hours off on Christmas and New Year's Eves

One day funeral leave for grandparents (not covered previously)

Wage rate increases: 12¢ first contract year

12¢ second contract year

10¢ third contract year

<u>WAGE RATES:</u> (Over One Year Service)	<u>EFFECTIVE</u> <u>5-1-60</u>	<u>EFFECTIVE</u> <u>5-1-61</u>	<u>EFFECTIVE</u> <u>5-1-62</u>
Head Checker, Receiver -----	\$2.70½	\$2.82½	\$2.92½
Receivers, Checkers, Inspectors, and Shippers -----	2.60½	2.72½	2.82½
High Lift Tractor Operators -----	2.55½	2.67½	2.77½
Selectors, Tractor Operators, Banana Cutters -----	2.50½	2.62½	2.72½
Class A Mechanics -----	2.70½	2.82½	2.92½
Boiler Room Attendants and Class B Mechanics -----	2.60½	2.72½	2.82½
General Warehouse -----	2.45½	2.57½	2.67½
<u>FEMALE:</u> (Over One Year Service)			
Female Supply Dept. Assistant -----	\$2.18	\$2.30	\$2.40
Egg Candler -----	2.08	2.20	2.30
General Warehouse -----	2.05½	2.17½	2.27½



GREAT A & P TEA COMPANY: LOCAL NO. 404 - SPRINGFIELD, MASSACHUSETTS  
(Plainfield St. Warehouse)

Improvements negotiated in new contract:

3 year contract expiring February 28, 1963

4th week of vacation after 20 years

Increased health and welfare coverage

Wage rate increases: First contract year - 10¢ (males) / 5¢ (females)

2nd contract year - 12½¢ " / 7½¢ "

3rd contract year - 10¢ " / 7½¢ "

WAGE RATES:	EFFECTIVE	EFFECTIVE	EFFECTIVE
UNDER 6 mos full-time service	3-1-60	3-1-61	3-1-62
Working foreman -----	\$2.63	\$2.75½	\$2.85½
Receivers, Checkers, Inspectors, and Shippers -----	2.53	2.65½	2.75½
Hi-Lift Tractor operators -----	2.48	2.60½	2.70½
Maintenance Mechanic -----	2.48	2.60½	2.70½
Maint. Mechanic Helper -----	2.43	2.55½	2.65½
Selectors and Meat Breakdown Men -----	2.43	2.55½	2.65½
General Warehouse Help -----	2.38	2.50½	2.60½
Female Employees -----	1.81½	1.89	1.96½
6 mos to 2 years full-time service			
Working foreman -----	\$2.68	\$2.80½	\$2.90½
Receivers, Checkers, Inspector, and Shippers -----	2.58	2.70½	2.80½
Hi-Lift Tractor Operators -----	2.53	2.65½	2.75½
Maintenance Mechanic -----	2.53	2.65½	2.75½
Maint. Mechanic Helper -----	2.48	2.60½	2.70½
Selectors and Meat Breakdown Men -----	2.48	2.60½	2.70½
General Warehouse Help -----	2.43	2.55½	2.65½
Female Employees -----	1.84	1.91½	1.99
OVER 2 years full-time service			
Working foreman -----	\$2.73	\$2.85½	\$2.95½
Receivers, Checkers, Inspectors, and Shippers -----	2.63	2.75½	2.85½
Hi-Lift Tractor Operators -----	2.58	2.70½	2.80½
Maintenance Mechanic -----	2.58	2.70½	2.80½
Maint. Mechanic Helper -----	2.53	2.65½	2.75½
Selectors and Meat Breakdown Men -----	2.53	2.65½	2.75½
General Warehouse Help -----	2.48	2.60½	2.70½
Female Employees -----	1.86½	1.94	2.01½

GREAT A & P TEA COMPANY: LOCAL NO. 697 - WHEELING, WEST VIRGINIA (Grocery Whse.)  
- BELLAIRE, OHIO (Fr. Food Whse.)

Improvements negotiated in new contract:

3 year contract expiring January 19, 1963

3rd week of vacation after 8 years (was after 10)

Veterans Day added as holiday making a total of 7

Wage rate increases: 10¢ per hour first contract year

7¢ per hour second contract year

WAGE RATES:

	EFFECTIVE 1-18-60 to 1-21-61	EFFECTIVE 1-22-61 to 1-20-62
The minimum wage scale to be paid under this agreement for males -----	\$2.81	\$2.93½
After six months of continuous employment, the minimum rate for males shall be -----	2.86	2.98½

GREAT A & P TEA COMPANY: LOCAL NO. 558 - BUFFALO, NEW YORK

Improvements negotiated in new contract:

2-year contract expiring May 15, 1962

One additional holiday (personal) - holidays now 7

Wage rate increases: First contract year - 12¢ (males / 5¢ (females)

Second contract year - 10¢ " / 5¢ "

WAGE RATES:

EMPTIES OPERATING:

	EFFECTIVE 5-15-61		EFFECTIVE 5-15-60	
	MALE	FEMALE	MALE	FEMALE
Starting rate -----	\$2.325	----	\$2.425	----
After 6 months -----	2.375	----	2.475	----
After 12 months -----	2.425	----	2.525	----

WAREHOUSE:

Starting -----	\$2.425	\$1.69	2.525	\$1.74
After 6 months -----	2.475	1.765	2.575	1.815
After 12 months -----	2.525	-----	2.625	-----

GROUP I:

Unloaders, Pilers, Porters, Watchmen, General Warehouse -----	\$2.525	\$2.625
--	---------	---------

GROUP II:

Selectors, Elevator Operators, Assemblers, Benene Men, Meat Handlers -----	\$2.625	\$2.725
--	---------	---------

GROUP III:

Receiving and Shipping Checkers, Inspectors, Head Benene Men, Coffee Roaster -----	\$2.725	\$2.825
--	---------	---------



GREAT A & P TEA COMPANY: LOCAL No. 829 - BOSTON, MASSACHUSETTS  
(Somerville Warehouse)

Improvements negotiated in new contract:

3 year contract expiring April 1, 1963

Dues checkoff

4th week of vacation after 20 years

6 hours' report pay (was 5)

1 day funeral leave for father or mother-in-law (not included in funeral leave previously)

Wage rate increases: First contract year - 12¢ (males) / 10¢ (females)

2nd contract year - 10¢ " / 5¢ "

3rd contract year - 10¢ " / 5¢ "

WAGE RATES:

MALES:

	<u>EFFECTIVE</u> <u>4-1-60</u>	<u>EFFECTIVE</u> <u>4-1-61</u>	<u>EFFECTIVE</u> <u>4-1-62</u>
Coffee Roaster, Chockers, Hi-Lift Tractor Operators, Receiving Inspectors, Receivers -----	\$2.5675	\$2.6675	\$2.7675
Selectors, Low-Lift Tractor Operators --	2.4975	2.5975	2.6975
Scale Men, Produce Tally Men, Coffee Messer Operators, Laundry Male -----	2.4675	2.5675	2.6675
Coopers, Tally Men, Car Men, Pilers, Elevator Men, Repeck Assemblers, Benene Dept., and Beler Operators -----	2.4475	2.5475	2.6475
Coffee General, Egg Handlers -----	2.4175	2.5175	2.6175
Empties Operating General, Janitors, Bread Handlers, and Office Male -----	2.3675	2.4675	2.5675

FEMALES:

Selectors, Egg Candler, 1000 hrs. -----	\$1.8320	\$1.8820	\$1.9320
Egg Candler -----	1.7820	1.8320	1.8820
Egg Peckers, Coffee Packers, Cello Packers and Repeck -----	1.7320	1.7820	1.8320

(6)

July, 1960



TRADE DIVISION

*Warehouse - A & P*  
*the Company*  
X

THE GREAT A & P TEA COMPANY

January 1, 1960

NATIONAL WAREHOUSE DIVISION, IBT

SURVEY OF:

THE GREAT ATLANTIC AND PACIFIC TEA COMPANY

The following pages carry summaries of Teamster contracts covering Great Atlantic and Pacific Tea Company warehouses. This survey has been prepared for the assistance and guidance of our Teamster locals in their negotiations with this company.

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Prepared by:

NATIONAL WAREHOUSE DIVISION

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN & HELPERS

25 Louisiana Ave. NW, Washington 1, DC

H. J. GIBBONS, CHAIRMAN

JOSEPH M. DILLON, SECRETARY

SAMUEL BARON, FIELD DIRECTOR

JULY, 1959

REVISED: January 1, 1960

BACKGROUND ON COMPANY

THE GREAT ATLANTIC & PACIFIC TEA COMPANY is the largest chain grocery organization operating about 4200 retail food stores throughout the U. S. and Canada. In recent years the company has combined many of its small stores into large supermarket or self-service stores, which carry complete lines of groceries, vegetables, fresh meats, fruits, baked goods, delicatessen and other edible products. These stores are usually in important shopping districts in urban and suburban communities.

A & P maintains an extensive buying organization in the U. S. for the purchase of fresh fruits and vegetables and has agents in the various food producing centers of the world. American Coffee Corporation, subsidiary, is the world's largest coffee purchaser with many offices in Brazil and Colombia.

To supply its retail outlets, A & P maintains numerous general warehouses, and others for handling produce, meat, fish and butter; it also operates 35 bakeries, three cheese processing plants, two milk plants, one creamery, six general factories, and nine coffee roasting plants. Except for certain manufacturing and warehousing operations, activities are conducted in leased premises.

Subsidiaries include: Great A & P Tea Company (N.J.)  
Great A & P Tea Company (Ariz.)  
Great A & P Tea Company (Nev.)  
Great A & P Tea Company, Ltd.  
Quaker Maid Company, Inc.  
Great American Tea Company  
Nakat Packing Corporation  
American Coffee Corporation  
Atlantic Warehouses, Inc.  
Whitehouse Milk Company  
Stores Publishing Company  
Great A & P Tea Company (Vt.)  
A & P Food Stores, Inc.  
Woman's Day Magazine

Nakat Packing Corporation is a foremost packer of salmon; Quaker Maid Company is a leading manufacturer and processor of food products; Whitehouse Milk Company produces large quantities of condensed and evaporated milk.

June 4, 1959, Ralph W. Burger, chairman and president, told stockholders at annual meeting that he proposed to recommend to directors that the next quarterly dividend be raised from 20¢ to 25¢, if business continued at its current pace. He said that sales and earning for the first fiscal quarter, which began March 1, 1959, should compare favorably with the initial three months of previous fiscal year. Capital expenditures in fiscal year that began March 1, 1959, for new facilities and replacements were expected to total more than \$70,000,000.

BACKGROUND (continued)

STRIKE: June 16, 1959, about 1400 members of General Warehouseman's Union of the International Brotherhood of Teamsters (Local 852) began a strike at company's plants serving its stores in the New York City, Long Island, Westchester County, and lower Connecticut areas. The walkout followed a breakdown of contract negotiations.

June 20, 1959, company closed 400 of its stores in New York metropolitan area because a strike of warehouse men prevented deliveries. The shutdown affected retail outlets in Manhattan, Brooklyn, Bronx, Queens, Nassau, Suffolk, Westchester, Rockland and Orange Counties. Stores on Staten Island and New Jersey would remain open.

Officers of the company are: R. W. Burger, President  
J. D. Erhgott, Treasurer  
J. J. Reilly, Secretary

Executive Offices are at: 420 Lexington Avenue, New York 17, New York

ORGANIZATIONAL STATUS of WAREHOUSES:

The Miami, Florida, warehouse previously unorganized, is now under contract to Teamsters Local No. 390.

Organized by Teamsters Locals: 44 warehouses (See Directory for listing)

Organized by C.I.O.: 2 warehouses (Birmingham, Alabama  
Atlanta, Georgia)

Independent Union: 1 warehouse (Chicago, Illinois)

Unorganized: 1 warehouse (Knoxville, Tennessee)



FINANCIAL DATA:

Financial information on A & P for years ended February 28, 1958 and 1959 is as follows:

	Year ended February 28:	
	1959	1958
Sales -----	\$5,094,741,391	\$4,769,249,488
Cost and Expenses -----	4,948,181,650	4,634,149,725
Total Income -----	147,560,969	136,467,244
Income Taxes -----	65,000,000	60,000,000
Net Income -----	53,905,170	50,666,686
Preferred Dividends -----	1,361,126	1,814,834
Common Dividends -----	17,075,389	16,686,496
Balance after Dividends ---	35,468,655	32,165,356
Common Earnings -----	\$2.49	\$2.34
Earned Surplus -----	148,188,289	322,123,240
Capital Surplus -----	250,000,000	-----
Net Working Capital -----	245,650,881	227,740,852

DIRECTORY OF TEAMSTER LOCALS HAVING A & P GROCERY WAREHOUSES ORGANIZED

CENTRAL CONFERENCE AREA:

# 20 - TOLEDO, OHIO  
Wesley Melinka, S-T  
435 South Hawley St.  
Phone: Cherry 8-5351

# 89 - LOUISVILLE, KENTUCKY  
Marion Winstead, S-T  
3813 Taylor Boulevard  
Phone: Emerson 8-5885

#105 - CINCINNATI, OHIO  
Charles Klute, S-T  
217 West 12th Street  
Phone: Parkway 1-2537

#135 - INDIANAPOLIS, INDIANA  
Gene San Soucie, Pres.  
1233 Shelby Street  
Phone: Melrose 9-3541

#197 - CLEVELAND, OHIO  
Elroy R. Voelzow, S-T  
2070 East 22nd Street  
Phone: Main 1-0761

#200 - MILWAUKEE, WISCONSIN  
Frank H. Ranney, S-T  
816 West National Ave.  
Phone: Mitchell 5-2190

#215 - EVANSVILLE, INDIANA  
H. Glyn Aud, S-T  
216 N. Fulton Ave.  
Phone: Harrison 5-5169

#332 - FLINT, MICHIGAN  
Claude Sutton, S-T  
116 E. Pasadena Ave.  
Phone: Sunset 9-1557

#337 - DETROIT, MICHIGAN  
Robert Holmes, S-T  
2741 Trumbull Avenue  
Phone: Woodward 5-9833

#377 - YOUNGSTOWN, OHIO  
John J. Angelo, S-T  
100 East Rayen Ave.  
Phone: Riverside 3-3114

#406 - GRAND RAPIDS, MICHIGAN  
Patrick E. Mackey, S-T  
436 Ottawa Avenue, NW  
Phone: Glendale 9-0161

#413 - COLUMBUS, OHIO  
James R. Hoffa, Trustee  
c/o Don Pfeiffer, S-T  
233 South High Street  
Phone: Capitol 1-6819

#627 - PEORIA, ILLINOIS  
Harry Wolstenholme, Jr.  
400 North State Street  
Phone: 4-9146

#729 - E. ST. LOUIS, ILLINOIS  
Thomas J. Warwick, S-T  
738 North 10th Street  
Phone: Upton 4-0352

#955 - KANSAS CITY, MISSOURI  
H. J. Gibbons, Trustee  
c/o W. R. Sherry, S-T  
116 West Linwood Blvd.  
Phone: Logan 1-4717

EASTERN CONFERENCE AREA:

# 55 - ASHEVILLE, NORTH CAROLINA  
Richard C. Bell, Trustee  
c/o Hugh Rutledge, S-T  
P. O. Box 8143  
Phone: Alpine 3-1693

# 71 - CHARLOTTE, NORTH CAROLINA  
Ed Hargett, President  
5000 North Tryon Street  
Phone: Franklin 6-4876

DIRECTORY: EASTERN CONFERENCE AREA (continued)

- |  |   |
|--|---|
| #110 - ALTOONA, PENNSYLVANIA<br>Chas. H. Frick, S-T<br>Cor. Bedford & Cedar Sts.<br>Johnstown, Pennsylvania<br>Phone: 9-8197   | #404 - SPRINGFIELD, MASSACHUSETTS<br>B. E. Naylor, S-T<br>119 Plainfield Street<br>Phone: Republic 3-7881 |
| #169 - PHILADELPHIA, PENNSYLVANIA<br>Edward Fadigan, S-T<br>1239-41 West Girard Street<br>Phone: Poplar 3-3877   | #505 - HUNTINGTON, WEST VIRGINIA<br>Granville Camp, S-T<br>1201 Seventh Avenue<br>Phone: Jackson 2-0419   |
| #229 - SCRANTON, PENNSYLVANIA<br>Naiah J. Bohn, S-T<br>602 Linden Street, Rm 200<br>Phone: Diamond 4-7219  | #558 - BUFFALO, NEW YORK<br>Theodore Graczyk, S-T<br>1217 Hotel Buffalo<br>Phone: Mohawk 7060             |
| #251 - PROVIDENCE, RHODE ISLAND<br>Alexander Hylek, S-T<br>4 Ann Street<br>Phone: Gaspee 1-8705  | #559 - HARTFORD, CONNECTICUT<br>Edward Kaminsky, S-T<br>635 Main Street<br>Phone: Jackson 5-2657          |
| #294 - ALBANY, NEW YORK<br>Edmund J. Ray, S-T<br>890 Third Street<br>Phone: 89-5436  | #570 - BALTIMORE, MARYLAND<br>Charles DiGuardo, S-T<br>1924 West Pratt Street<br>Phone: Gilmore 5-3350    |
| #317 - SYRACUSE, NEW YORK<br>William H. Roggenkamp, S-T<br>914 North State Street<br>Phone: Granite 1-4165   | #635 - PITTSBURGH, PENNSYLVANIA<br>Robert G. Brennan, S-T<br>46 Eighteenth Street<br>Phone: Grant 1-4343  |
| #322 - RICHMOND, VIRGINIA<br>Russell Brown, S-T<br>2504 Idlewood Avenue<br>Phone: Elgin 5-6043   | #697 - WHEELING, WEST VIRGINIA<br>H. Cletis Tuttle, S-T<br>28th & Chapline Streets<br>Phone: Cedar 2-1940 |
| #340 - PORTLAND, MAINE<br>Albert H. Page, S-T<br>110 Exchange Street<br>Phone: Spruce 4-1406   | #789 - FAIRMONT, WEST VIRGINIA<br>Freda P. Martino, S-T<br>121 Jackson Street<br>Phone: Fairmont 1488     |
| #391 - RALEIGH, NORTH CAROLINA<br>Richard C. Ball, Trustee<br>c/o Lloyd Huggins, S-T<br>128 North Davie Street<br>Greensboro, North Carolina<br>Phone: Broadway 3-7389 | #829 - BOSTON, MASSACHUSETTS<br>P. V. Murphy, S-T<br>650 Beacon Street<br>Phone: Copley 7-2312            |

(continued)

DIRECTORY: EASTERN CONFERENCE AREA (continued)

#852 - NEW YORK, NEW YORK  
Michael J. Murray, S-T  
1440 Broadway, Room 1251  
Phone: Longacre 4-6270

#863 - NEWARK, NEW JERSEY  
Joseph Pecora, S-T  
29 Elizabeth Avenue  
Phone: Bigelow 3-3121

WESTERN CONFERENCE AREA:

#595 - LOS ANGELES, CALIFORNIA  
Gay Lillefloren, S-T  
1616 West 9th Street  
Phone: Dunkirk 1-3571

SOUTHERN CONFERENCE

# 79 - TAMPA, FLORIDA  
John R. Walker, S-T  
2206 Dekle Avenue  
Phone: B-2163

#270 - NEW ORLEANS, LOUISIANA  
James Schwehm, S-T  
424 Chartres Street  
Phone: Magnolia 1621

#390 - MIAMI, FLORIDA  
M. W. Miller, Trustee  
c/o Joseph Morgan, S-T  
1700 NW 17th Avenue  
Phone: Newton 506270

#512 - JACKSONVILLE, FLORIDA  
Paul Hall, S-T  
907 West Adams Street  
Phone: Elgin 3-6260

#745 - DALLAS, TEXAS  
W. L. Piland, S-T  
1727 Young Street  
Phone: Riverside 1-1456

#968 - HOUSTON, TEXAS  
Randy Miller, S-T  
1803 Everett Street  
Phone: Capitol 2-2371



HOURLY WAGE INCREASES GAINED IN LAST A & P NEGOTIATIONS

LOCATION	ON SIGNING	1st	2nd	3rd	4th	5th	CONTRACT DURATION	TOTAL INCREASE	
		6 mos	6 mos (1 yr)	6 mos	6 mos (2 yrs)	6 mos		MALE	FEMALE
79 - Tampa, Florida	7½¢	--	5¢	--	--	--	2 yrs	12½¢	
110 - Altoona, Pa.	12½¢ 10¢	-- --	10¢ 10¢	2½¢ --	2½¢ --	--	2 yrs	27½¢	20¢
169 - Philadelphia	15¢ 5¢	-- --	5¢ 2½¢	-- --	10¢ 2½¢	--	3 yrs	30¢	10¢
215 - Evansville, Ind.	6¢	4¢	6¢	4¢	6¢	4¢	3 yrs	30¢	
317 - Syracuse	18¢ 5¢	-- --	10¢ 5¢	-- --	-- --	--	2 yrs	28¢	10¢
340 - Portland, Me. *									
377 - Youngstown *									
413 - Columbus, Ohio	10¢	5¢	5¢	6¢	5¢	6¢	3 yrs	37¢	37¢
558 - Rochester, N.Y.	12¢ 6¢	-- --	-- --	-- --	-- --	--	1 year	12¢	6¢
559 - Hartford, Conn.	10¢ 10¢	-- --	12½¢ 7½¢	-- --	10¢ 7½¢	--	3 yrs	32½¢	25¢
635 - Pittsburgh, Pa.	10¢	--	12½¢		Reopen	--	3 yrs	22½¢	
745 - Dallas, Texas	24-25¢ 10¢	-- --	26-29¢ 10¢	-- --	9-9½¢ 10¢	--	3 yrs	59-63½¢	30¢
789 - Fairmont, W.Va.	10¢	--	12½¢	--	Reopen	--	3 yrs	22½¢	
852 - New York City	15¢ 7½¢	-- --	5¢ 5¢	-- --	-- --	--	2 yrs	20¢	12½¢
863 - Newark, N.J.	15¢ 7½¢	-- --	5¢ 5¢	-- --	-- --	--	2 yrs	20¢	12½¢

\* These locals contracts not available.

January 1, 1960

IMPROVEMENTS (other than wages) GAINED IN LAST A & P NEGOTIATIONS:

Local 79 - Tampa, Florida -----	Savings clause added 3rd week of vacation after 15 (was 20)
Local 110 - Altoona, Penna. -----	1 additional holiday (birthday)
Local 169 - Philadelphia, Pa. -----	Savings clause added 4th week vacation after 20 (new) Triple rate for holiday work (was 2½)
Local 215 - Evansville, Indiana -----	Checkoff
Local 413 - Columbus, Ohio -----	4th week of vacation after 20 (new) 2 ten-minute rest periods
Local 558 - Buffalo, New York -----	4th week of vacation after 20 (new) 3 days funeral leave Report pay now 6 hrs (was 5)
Local 559 - Hartford, Conn. -----	4th week of vacation after 20 (new) ½ day holiday Christmas Eve H & W coverage increased
Local 635 - Pittsburgh, Pa. -----	3rd week of vacation after 8 (was 10) H & W coverage improved
Local 745 - Dallas, Texas -----	Savings clause added 3rd week of vacation after 12 (was 15) 1 additional paid holiday
Local 789 - Fairmont, W. Va. -----	3rd week of vacation after 8 (was 10) H & W coverage improved

January 1, 1960

CONTRACT EXPIRATION DATES

YEAR	LOCAL & CITY	EXPIRATION DATE
1960	697 - Wheeling, W. Virginia	Jan. 1, 1960
	55 - Asheville, N. Carolina	Feb. 21, 1960
	251 - Providence, R. Island	Feb. 29, 1960
	404 - Springfield, Mass.	Feb. 29, 1960
	829 - Boston, Massachusetts	April 1, 1960
	294 - Albany, New York	Apr. 30, 1960
	558 - Buffalo, New York	May 15, 1960
	391 - Raleigh, N. Carolina	Jul. 12, 1960
	505 - Huntington, W. Virginia	Sep. 21, 1960
	955 - Kansas City, Missouri	Sep. 24, 1960
	390 - Miami, Florida	Oct. 1, 1960
1961	270 - New Orleans, La.	Feb. 28, 1961
	197 - Cleveland, Ohio	April 1, 1961
	406 - Grand Rapids, Michigan	Apr. 14, 1961
	105 - Cincinnati, Ohio	Apr. 29, 1961
	135 - Indianapolis, Indiana	Apr. 29, 1961
	317 - Syracuse, New York	May 1, 1961
	79 - Tampa, Florida	May 20, 1961
	627 - Peoria, Illinois	May 24, 1961
	852 - New York, New York	June 16, 1961
	729 - E. St. Louis, Illinois	July 9, 1961
	332 - Flint, Michigan	Aug. 19, 1961
	337 - Detroit, Michigan	Aug. 19, 1961
	512 - Jacksonville, Florida	Aug. 21, 1961
	595 - Los Angeles, California	Sep. 3, 1961
	863 - Newark, New Jersey	Sep. 16, 1961
	110 - Altoona, Pennsylvania	Oct. 1, 1961
	89 - Louisville, Kentucky	Oct. 21, 1961
	200 - Milwaukee, Wisconsin	Nov. 4, 1961
1962	322 - Richmond, Virginia	Feb. 10, 1962
	229 - Scranton, Pennsylvania	Feb. 17, 1962
	20 - Toledo, Ohio	Mar. 3, 1962
	968 - Houston, Texas	Mar. 13, 1962
	71 - Charlotte, N. Carolina	Mar. 17, 1962
	570 - Baltimore, Maryland	April 3, 1962
	745 - Dallas, Texas	June 1, 1962
	169 - Philadelphia, Penna.	June 30, 1962
	215 - Evansville, Indiana	July 29, 1962
	635 - Pittsburgh, Penna.	Oct. 1, 1962
	789 - Fairmont, W. Virginia	Oct. 1, 1962
	413 - Columbus, Ohio	Oct. 13, 1962
	559 - Hartford, Connecticut	Nov. 2, 1962

Locals 340 (Portland, Me.) and 377 (Youngstown, Ohio) current contracts not available due to negotiations.

UNION SECURITY PROVISIONS

CONFERENCE AREA	LOCAL & CITY	UNION SHOP	CHECK OFF	PICKET LINE	UNAUTH. ACTIVITY	RECOGNITION	INSPEC. PRIV.	SAVINGS CLAUSE
CENTRAL	20 - Toledo, Ohio	yes	yes	---	---	yes	---	---
	89 - Louisville	yes	---	yes	---	yes	yes	---
	105 - Cincinnati	yes	---	yes	---	yes	yes	---
	135 - Indianapolis	yes	yes	yes	yes	yes	yes	yes
	197 - Cleveland	yes	yes	yes	---	yes	---	---
	200 - Milwaukee	yes	---	yes	---	---	---	yes
	215 - Evansville	yes	yes	yes	---	yes	yes	---
	332 - Flint, Mich.	yes	---	---	---	yes	---	---
	337 - Detroit	yes	---	---	---	yes	---	---
	377 - Youngstown *	---	---	---	---	---	---	---
	406 - Grand Rapids	yes	yes	yes	yes	yes	yes	---
	413 - Columbus	yes	---	yes	---	yes	---	---
	627 - Peoria, Ill.	yes	yes	yes	yes	yes	---	---
	729 - E. St. Louis	yes	yes	yes	yes	yes	yes	---
	955 - Kansas City	yes	yes	yes	---	yes	---	yes
EASTERN	55 - Asheville, NC	---	yes	yes	yes	yes	---	---
	71 - Charlotte, NC	---	yes	yes	yes	yes	yes	---
	110 - Altoona, Pa.	---	yes	yes	---	yes	---	---
	169 - Philadelphia	yes	---	yes	---	yes	---	yes
	229 - Scranton, Pa.	yes	yes	yes	---	yes	---	---
	251 - Providence	yes	---	yes	---	yes	---	---
	294 - Albany, N.Y.	yes	yes	---	yes	yes	---	---
	317 - Syracuse, NY	yes	---	yes	---	yes	---	---
	322 - Richmond, Va.	---	yes	yes	---	yes	---	---
	340 - Portland, Me.	yes	yes	yes	yes	yes	yes	---
	391 - Raleigh, NC	---	yes	yes	yes	yes	---	---
	404 - Springfield	yes	yes	---	---	yes	---	---
	505 - Huntington	yes	---	yes	---	yes	---	---
	558 - Buffalo, NY	yes	---	yes	---	yes	---	---
	559 - Hartford	yes	yes	yes	---	yes	---	---
	570 - Baltimore	yes	yes	yes	---	yes	---	---
	635 - Pittsburgh	yes	---	yes	---	yes	---	---
	697 - Wheeling, WVa	yes	---	yes	---	yes	---	---
	789 - Fairmont, WVa	yes	---	---	---	yes	---	---
	829 - Boston, Mass.	yes	---	yes	---	---	yes	---
	852 - New York, NY	yes	yes	yes	---	yes	yes	---
	863 - Newark, N.J.	yes	yes	yes	---	yes	yes	---
SOUTHERN	79 - Tampa, Fla.	---	yes	yes	---	---	---	yes
	270 - New Orleans	yes	yes	yes	---	yes	---	---
	390 - Miami, Fla.	---	yes	yes	yes	yes	---	yes
	512 - Jacksonville	---	yes	yes	yes	yes	yes	yes
	745 - Dallas, Tex.	---	yes	yes	yes	yes	---	yes
WESTERN	868 - Houston, Tex.	---	yes	yes	---	yes	yes	yes
	595 - Los Angeles	yes	---	yes	---	yes	yes	yes

\* These locals' contracts not available due to negotiations, information will be forwarded as soon as we receive the contracts.

CORRECTED as of Jan.1,1960



VACATION PROVISIONS

CONFERENCE AREA	LOCAL & CITY	YEARS OF SERVICE REQUIRED FOR:			
		1 week	2 wks.	3 wks.	4 wks.
CENTRAL	20 - Toledo, Ohio	1	3	10	20
	89 - Louisville, Ky.	1	3	10	20
	105 - Cincinnati, Ohio	1	3	10	--
	135 - Indianapolis, Ind.	1	3	10	--
	197 - Cleveland, Ohio	1	3	10	20
	200 - Milwaukee, Wis.	1	3	10	20
	215 - Evansville, Indiana	1	3	--	--
	332 - Flint, Michigan	1	3	10	20
	337 - Detroit, Michigan	1	3	10	20
	377 - Youngstown, Ohio *				
	406 - Grand Rapids, Mich.	1	3	10	20
	413 - Columbus, Ohio	1	3	10	20
	627 - Peoria, Illinois	1	3	10	--
	729 - E. St. Louis, Ill.	1	3	10	--
	955 - Kansas City, Mo.	1	3	12	--
EASTERN	55 - Asheville, N. Car.	1	3	15	---
	71 - Charlotte, N. Car.	1	3	12	---
	110 - Altoona, Penna.	1	3	10	20
	169 - Philadelphia, Pa.	1	3	10	20
	229 - Scranton, Penna.	1	3	10	20
	251 - Providence, R. I.	1	3	10	--
	294 - Albany, New York	1	3	10	20
	317 - Syracuse, New York	1	3	10	20
	322 - Richmond, Virginia	1	2	10	20
	340 - Portland, Maine	1	3	10	--
	391 - Raleigh, N. Car.	1	3	15	--
	404 - Springfield, Mass.	1	3	10	--
	505 - Huntington, W. Va.	1	3	10	--
	558 - Buffalo, New York	1	3	10	20
	559 - Hartford, Conn.	1	3	10	20
	570 - Baltimore, Md.	1	3	10	20
	635 - Pittsburgh, Pa.	--	1	8	20
	697 - Wheeling, W. Va.	--	1	10	20
	789 - Fairmont, W. Va.	6 mo.	1	8	20
	829 - Boston, Mass.	1	3	10	--
	852 - New York City	6 mo.	1	5	20
	863 - Newark, N. J.	6 mo.	1	5	20
SOUTHERN	79 - Tampa, Florida	1	2	15	--
	270 - New Orleans, La.	6 mo.	1	20	--
	390 - Miami, Florida	1	2	15	--
	512 - Jacksonville, Fla.	1	3	15	--
	745 - Dallas, Texas	1	3	12	--
WESTERN	968 - Houston, Texas	1	3	15	--
	595 - Los Angeles, Calif.	1	2	5	--

\* These locals' contracts not available due to negotiations, information will be forwarded as soon as we receive the contracts.

CORRECTED as of Jan. 1, 1960

PREMIUM PAY PROVISIONS

CONFERENCE AREA	LOCAL & CITY	RATE FOR WORK ON:				SHIFT PREMIUM	FREEZER PREMIUM
		6th	7th	SAT.	SUN.		
CENTRAL	20 - Toledo, Ohio	---	---	1½	2	10¢	---
	89 - Louisville, Kentucky	1½	2	---	---	10¢	---
	105 - Cincinnati, Ohio	1½	2	---	---	7¢	5¢
	135 - Indianapolis, Indiana	1½	2	---	---	7¢	5¢
	197 - Cleveland, Ohio	1½	2	---	2	10¢	---
	200 - Milwaukee, Wisconsin	---	---	1½	2	12½¢	10¢
	215 - Evansville, Indiana	1½	2	---	---	5¢	---
	332 - Flint, Michigan	---	2	---	1½	10¢	---
	337 - Detroit, Michigan	---	2	---	1½	10¢	10¢
	377 - Youngstown, Ohio	---	2	---	---	10¢	---
	406 - Grand Rapids, Michigan	---	2	---	---	10¢	---
	413 - Columbus, Ohio	---	2	---	---	10¢	---
	627 - Peoria, Illinois	1½	2	---	---	5¢	---
	729 - E. St. Louis, Illinois	1½	2	---	---	7½¢	---
	955 - Kansas City, Missouri	---	---	---	---	10¢	---
EASTERN	55 - Asheville, N. Caroline	---	2	---	---	7¢	---
	71 - Charlotte, N. Caroline	---	2	---	1½	8¢	7½¢
	110 - Altoona, Pennsylvania	---	2	---	1½	15¢	---
	169 - Philadelphia, Penna.	---	2	---	2	12½¢	---
	229 - Scranton, Pennsylvania	---	2	---	---	10¢	---
	251 - Providence, R. Island	---	2	---	---	10¢	---
	294 - Albany, New York	1½	2	---	---	10¢	7½¢
	317 - Syracuse, New York	---	2	1½	2	12½¢	---
	322 - Richmond, Virginia	1½	2	---	2	12½¢	---
	340 - Portland, Maine	1½	2	---	---	10¢	---
	391 - Raleigh, N. Caroline	---	2	---	1½	7¢	7½¢
	404 - Springfield, Mass.	1½	2	---	---	10¢	10¢
	505 - Huntington, W. Virginia	---	2	---	---	10¢	---
	558 - Buffalo, New York	---	2	1½	2	10¢	---
	559 - Hartford, Connecticut	1½	2	---	---	10¢	---
	570 - Baltimore, Maryland	---	---	1½	2	12½¢	---
	635 - Pittsburgh, Penna.	---	2	---	---	15¢	---
	697 - Wheeling, West Va.	---	2	---	---	7½¢	---
	789 - Fairmont, West Va.	---	2	---	---	15¢	---
	829 - Boston, Mass.	---	2	---	---	10¢	---
	852 - New York City	---	2	1½	2	15¢	10¢
	863 - Newark, New Jersey	---	---	---	---	15¢	10¢
SOUTHERN	79 - Tampa, Florida	---	2	---	---	7½¢	---
	270 - New Orleans, La.	---	2	---	1½	5¢	---
	390 - Miami, Florida	---	2	---	---	5¢	5¢
	512 - Jacksonville, Florida	---	2	---	---	7½¢	---
	745 - Dallas, Texas	---	2	---	---	10¢	---
	968 - Houston, Texas	1½	2	---	---	12¢	10¢
WESTERN	595 - Los Angeles, California	---	---	---	1½	10¢	---

\* These locals' contracts not available due to negotiations, information will be forwarded as soon as we receive the contracts.

CORRECTED as of Jan. 1, 1960

HOLIDAY PROVISIONS

CONFERENCE AREA	LOCAL & CITY	# Paid Holidays	Prem. Rate Holl. Work	Overtime After (#) Hrs Wkly.	Holiday Falls In Vacation
CENTRAL	20 - Toledo	6 * 1/	2 1/2	32	day's pay
	89 - Louisville	6 *	2 1/2	32	day's pay
	105 - Cincinnati	6 *	2 1/2	32	day's pay/lv.
	135 - Indianapolis	6 *	2 1/2	32	day's leave
	197 - Cleveland	6 *	2 1/2	32	day's pay
	200 - Milwaukee	6 *	3	32	day's leave
	215 - Evansville	6 *	2 1/2	32	day's pay
	332 - Flint	6 *	2 1/2	32	day's pay
	337 - Detroit	6 *	2 1/2	32	day's pay
	377 - Youngstown				
	406 - Grand Rapids	6 *	2 1/2	32	-----
	413 - Columbus	6 *	2 1/2	32	day's pay
	627 - Peoria	6 *	2 1/2	32	-----
	729 - E. St. Louis	7 *	2 1/2	32	-----
	955 - Kansas City	6 2/	2 1/2	32	-----
EASTERN	55 - Asheville	5 *	2 1/2	--	day's pay
	71 - Charlotte	5 *	2 1/2	--	day's pay
	110 - Altoona	7 *	2 1/2	32	day's pay
	169 - Philadelphia	8 *	3	32	day's pay/lv.
	229 - Scranton	7 * 3/	2 1/2	32	day's pay/lv.
	251 - Providence	8 * 4/	2 1/2	32	-----
	294 - Albany	8 *	3	32	day's pay/lv.
	317 - Syracuse	6 *	2	32	-----
	322 - Richmond	6 *	2 1/2	--	day's pay
	340 - Portland	10 *	2 1/2	32	day's pay
	391 - Raleigh	5 *	2 1/2	--	day's pay
	404 - Springfield	10 *	2 1/2	32	day's pay
	505 - Huntington	6 *	3	32	day's pay
	558 - Buffalo	6 *	2 1/2	32	-----
	559 - Hartford	7 *	2 1/2	32	day's pay
	570 - Baltimore	7 *	3	32	day's pay/lv.
	635 - Pittsburgh	7 *	2 1/2	32	day's pay
	697 - Wheeling	6 *	2 1/2	32	day's pay
	789 - Fairmont	7 * 3/	2 1/2	32	day's pay
	829 - Boston	10 * 5/	2 1/2	32	-----
SOUTHERN	852 - New York	11 1/2/	3	32	day's pay/lv.
	863 - Newark	11 1/2/	3	32	day's pay/lv.
	79 - Tampa	5 *	2 1/2	--	day's pay/lv.
	270 - New Orleans	6 *	2 1/2	--	day's pay
	390 - Miami	6 *	2 1/2	32	day's pay/lv.
WESTERN	512 - Jacksonville	5 *	2 1/2	32	day's pay/lv.
	745 - Dallas	6 *	2 1/2	--	day's pay/lv.
	968 - Houston	6 *	2 1/2	--	day's leave
WESTERN	595 - Los Angeles	8 3/	2 1/2	--	day's pay/lv.

FOOTNOTES: \* Employee must work last working day before and first after the holiday.  
 1/ Plus 8-day holidays on Christmas and New Year's Eves.  
 2/ Holidays guaranteed. 3/ Holiday guaranteed if falls on Sunday.  
 4/ Plus V-Days recognized in the state of Rhode Island.  
 5/ Plus V-Days and Good Friday if observed in the state of Massachusetts.

(CORRECTED  
as of  
1/1/60)



HOURS and WORKWEEK

CONFERENCE AREA	LOCAL & CITY	WORKWEEK in (#) Days	OVERTIME AFTER:		WEEKLY GUARANTEE
			HRS DAY	HRS WKLY	
CENTRAL	20 - Toledo, Ohio	5 days	8	40	40 hrs
	89 - Louisville, Ky.	5 days	8	40	40 hrs
	105 - Cincinnati, Ohio	5 days	8	40	40 hrs
	135 - Indianapolis, Ind.	5 days	8	40	40 hrs
	197 - Cleveland, Ohio	-----	8	40	40 hrs
	200 - Milwaukee, Wis.	5 consecutive	8	40	40 hrs
	215 - Evansville, Ind.	5 days	8	40	40 hrs
	332 - Flint, Michigan	5 days	8	40	40 hrs
	337 - Detroit, Mich.	5 days	8	40	40 hrs
	377 - Youngstown, Ohio				
	406 - Grand Rapids	5 days	8	30	40 hrs
	413 - Columbus, Ohio	5 consec. 1/	8	40	40 hrs
	627 - Peoria, Illinois	5 consecutive	8	40	40 hrs*
	729 - E.St.Louis, Ill.	5 consecutive	8	40	---
	955 - Kansas City, Mo.	5 consecutive	8	40	---
EASTERN	55 - Asheville, N. C.	5 days	8	40	40 hrs
	71 - Charlotte, N. C.	5 days	8	40	40 hrs
	110 - Altoon, Penna.	5 days	8	40	40 hrs
	169 - Philadelphia	5 consecutive	8	40	---
	229 - Scranton, Pa.	-----	8	40	40 hrs*
	251 - Providence, R.I.	5 or 6 days	8	40	40 hrs
	294 - Albany, N. Y.	5 consecutive	8	40	40 hrs
	317 - Syracuse, N. Y.	5 consecutive	8	40	40 hrs
	322 - Richmond, Va.	5 consecutive	8	40	40 hrs
	340 - Portland, Me.	5 days	8	40	40 hrs
	391 - Raleigh, N. C.	5 days	8	40	40 hrs
	404 - Springfield, Mass.	5 days	8	40	40 hrs
	505 - Huntington, W.Va.	5 or 6 days	8	40	40 hrs
	558 - Buffalo, N. Y.	5 consecutive	8	40	40 hrs
	559 - Hartford, Conn.	5 consecutive	8	40	40 hrs
	570 - Baltimore, Md.	5 days	8	40	40 hrs
	635 - Pittsburgh, Pa.	5 or 6 days	8	40	40 hrs
	697 - Wheeling, W.Va.	5 days	-	40	40 hrs
	789 - Fairmont, W.Va.	5 days	8	40	40 hrs
	829 - Boston, Mass.	-----	8	40	40 hrs
SOUTHERN	852 - New York City	5 consec. 2/	8	40	---
	863 - Newark, N. J.	5 consecutive	8	40	---
	79 - Tampa, Florida	5 consecutive	8	40	40 hrs
	270 - New Orleans, La.	5 or 6 days	8	40	40 hrs
	390 - Miami, Florida	5 consecutive	8	40	40 hrs
WESTERN	512 - Jacksonville, Fla.	5 consecutive	8	40	40 hrs
	745 - Dallas, Texas	5 consecutive	9	40	basic week
	968 - Houston, Texas	5 consecutive	8	40	---
WESTERN	595 - Los Angeles, Cal.	5 consecutive	8	40	40 hrs

FOOTNOTE: \* 627 - Peoria, Illinois = 90% will be guaranteed 40 hrs.  
229 - Scranton, Pa. = 75% will be guaranteed 40 hrs.  
1/ - 5 consecutive except in Perishable and Salvage depts.  
2/ - 5 consecutive except in Produce and Empties depts.

CORRECTED as of Jan. 1, 1960



PAID NON-PRODUCTIVE TIME PROVISIONS

CONFERENCE AREA	LOCAL & CITY	(#) Hrs. REPORT PAY	JURY DUTY PAID	REST PERIODS	FUNERAL LEAVE
CENTRAL	20 - Toledo, Ohio	8 or 4*	---	2 - 15	3 days
	89 - Louisville, Ky.	5	---	2 - 15	----
	105 - Cincinnati, O. 1/	5	---	2 - 15	----
	135 - Indianapolis, 1/	8	yes	2 - 15	----
	197 - Cleveland, Ohio	5	yes	2 - 10	3 days
	200 - Milwaukee, Wis.	8 or 5*	---	2 - 15	----
	215 - Evansville, Ind.	5	---	2 - 15	----
	332 - Flint, Mich. 1/	5*	yes	2 - 15	3 days
	337 - Detroit, Mich. 1/	8 or 5*	yes	2 - 15	3 days
	377 - Youngstown, Ohio				
	406 - Grand Rapids 1/	8 or 5*	yes	2 - 15	3 days
	413 - Columbus, Ohio	5	---	2 - 12	----
	627 - Peoria, Illinois	6	---	2 - 10	----
	729 - E. St. Louis, Ill	8	---	----	----
	955 - Kansas City, Mo.	8	yes	----	----
EASTERN	55 - Asheville, N.C.	5	yes	----	----
	71 - Charlotte, N.C.	5	yes	----	----
	110 - Altoona, Pa.	8	yes	2 - 15	5 days
	169 - Philadelphia, Pa.	8 or 4*	yes	2 - 15	3 days
	229 - Scranton, Pa.	8	---	----	3 days
	251 - Providence, R.I.	8 or 5*	---	Relief periods	----
	294 - Albany, N. Y.	8 or 5*	yes	2 - 15	3 days
	317 - Syracuse, N. Y.	5	---	2 - 10	----
	322 - Richmond, Va.	8 or 4*	yes	----	3 days
	340 - Portland, Maine	5	yes	----	3 days
	391 - Raleigh, N. C.	5	yes	----	----
	404 - Springfield, Mass	8 or 5*	yes	2/	3 days
	505 - Huntington, W. Va.	5	---	----	----
	558 - Buffalo, N. Y.	6	---	2 - 10	3 days
	559 - Hartford, Conn.	8 or 5*	yes	2 - 10	3 days
	570 - Baltimore, Md.	5	yes	yes	3 days
	635 - Pittsburgh, Pa.	5	---	2 - 15	5 days
	697 - Wheeling, W. Va.	5	---	Relief periods	----
	789 - Fairmont, W. Va.	5	---	Adequate	----
	829 - Boston, Mass.	5	yes	Free coffee	3 days
SOUTHERN	852 - New York City 4/	4	yes	2 - 15	3/
	863 - Newark, N. J.	4*	yes	2 - 15	3/
	79 - Tampa, Florida	5	yes	2 - 10	----
	270 - New Orleans, La.	5	---	2 - 10	----
	390 - Miami, Florida	5	yes	----	----
WESTERN	512 - Jacksonville, Fla.	5 or 4*	yes	2 - 10	----
	745 - Dallas, Texas	4	co. policy	2 - 10	co. pol.
	968 - Houston, Texas	5	yes	2 - 15	----
WESTERN	595 - Los Angeles	8	yes	yes	----

FOOTNOTES: \* Indicates number of hours paid on overtime day.  
1/ Rest periods for female workers only.  
2/ Rest periods: Plainfield whse: 2 - 10 = Liberty St.: 2 - 15  
3/ Funeral leave: Day of death thru burial.  
4/ Report pay: Guaranteed 8 hrs. on Sunday and Holidays. 1/1/60

SENIORITY PROVISIONS

CONFERENCE AREA	LOCAL & CITY	PLANTWIDE or DEPT.	SENIORITY BASIS FOR:			PROBATION (Days)	ROSTER
			LAYOFF	RECALL	PROMOTION		
CENTRAL	20 - Toledo	----	yes	yes	Q	---	----
	89 - Louisville	Plant	yes	yes	Q	30	yes
	105 - Cincinnati	Plant	yes	yes	Q	30	yes
	135 - Indianapolis	Plant	yes	yes	Q	30	yes
	197 - Cleveland	----	Q	Q	Q	30	----
	200 - Milwaukee	Plant	Q	Q	Q	60*	yes
	215 - Evansville	Plant	yes	yes	Q	30	yes
	332 - Flint	Plant	yes	yes	Q	30	yes
	337 - Detroit	Plant	yes	yes	Q	30	yes
	377 - Youngstown	----	Q	Q	Q	30	----
	406 - Grand Rapids	Plant	yes	yes	Q	31	yes
	413 - Columbus	----	yes	yes	Q	---	----
	627 - Peoria	----	Q	Q	Q	30	yes
	729 - E. St. Louis	----	Q	Q	Q	30	yes
	955 - Kansas City	Dept.	Q	Q	Q	---	----
EASTERN	55 - Asheville	Dept.	Q	Q	Q	30	yes
	71 - Charlotte	Dept.	yes	yes	Q	30	yes
	110 - Altoona	----	yes	yes	Q	---	----
	169 - Philadelphia	Plant	yes	yes	Q	60	----
	229 - Scranton	Plant	yes	yes	Q	30	----
	251 - Providence	Plant	yes	yes	Q	31	----
	294 - Albany	Plant	yes	yes	Q	30	----
	317 - Syracuse	----	yes	yes	Q	---	----
	322 - Richmond	Dept.	yes	yes	yes	---	----
	340 - Portland	Plant	yes	yes	Q	30	----
	391 - Raleigh	Dept.	Q	Q	Q	30	yes
	404 - Springfield	Plant	yes	yes	Q	30	----
	505 - Huntington	----	yes	yes	Q	31	----
	558 - Buffalo	----	yes	yes	Q	---	----
	559 - Hartford	Plant	yes	yes	Q	30	----
	570 - Baltimore	Plant	yes	yes	Q	---	----
	635 - Pittsburgh	Dept.	yes	yes	Q	60	yes
	697 - Wheeling	----	yes	yes	Q	30	----
	789 - Fairmont	----	yes	yes	Q	60	----
SOUTHERN	829 - Boston	Plant	yes	yes	----	30	yes
	852 - New York	Dept.	yes	yes	yes	---	----
	863 - Newark	Dept.	yes	yes	Q	---	----
	79 - Tampa	Plant.	yes	yes	----	30	yes
	270 - New Orleans	----	Q	Q	----	30	----
WESTERN	390 - Miami	Dept.	yes	yes	Q	60	yes
	512 - Jacksonville	Dept.	yes	yes	Q	30	yes
	745 - Dallas	Dept.	yes	yes	----	30	yes
	968 - Houston	Dept.	yes	yes	Q	45	yes
	595 - Los Angeles	----	yes	yes	Q	30	----

FOOTNOTES: Q = Qualified, ability and experience being equal, seniority governs.  
\* = Probationary period - 60 days males; 90 days females.

CORRECTED as of Jan. 1, 1960

GRIEVANCE and ARBITRATION

CONFERENCE AREA	LOCAL & CITY	G R I E V A N C E				ARBITRATION	
		OUTLINED	Present Within	Cover Discharge Present within		OUTLINED	COST
CENTRAL	20 - Toledo	yes	5 days	yes	5 days	yes	---
	89 - Louisville	yes	---	yes	6 days	yes	---
	105 - Cincinnati	yes	---	yes	6 days	yes	equal
	197 - Cleveland	---	---	---	---	yes	equal
	200 - Milwaukee	---	---	---	6 days	yes	1/
	215 - Evansville	yes	---	yes	6 days	yes	equal
	332 - Flint	yes	---	yes	5 days	yes	---
	337 - Detroit	yes	---	---	---	yes	---
	377 - Youngstown	---	---	---	---	---	---
	406 - Grand Rapids	yes	---	---	6 days	yes	equal
	413 - Columbus	yes	---	---	---	yes	equal
	627 - Peoria	---	---	---	---	yes	equal
	729 - E. St. Louis	---	---	---	---	yes	equal
	955 - Kansas City	yes	30 d.	---	---	yes	equal
EASTERN	55 - Asheville	yes	7 days	---	---	yes	equal
	71 - Charlotte	yes	7 days	---	---	yes	equal
	110 - Altoona	---	---	---	---	yes	equal
	169 - Philadelphia	yes	7 days	yes	7 days	yes	equal
	229 - Scranton	---	---	yes	72 hrs	yes	equal
	251 - Providence	---	---	---	---	yes	equal
	294 - Albany	---	---	---	---	yes	equal
	317 - Syracuse	---	---	---	---	yes	equal
	322 - Richmond	yes	7 days	yes	7 days	yes	equal
	340 - Portland	yes	---	yes	5 days	yes	equal
	391 - Raleigh	yes	7 days	---	---	yes	equal
	404 - Springfield	---	---	yes	3 days	yes	equal
	505 - Huntington	yes	---	---	---	yes	equal
	558 - Buffalo	---	---	---	---	yes	equal
	559 - Hartford	yes	---	yes	3 days	yes	equal
	570 - Baltimore	yes	7 days	yes	---	yes	equal
	635 - Pittsburgh	yes	---	---	---	yes	equal
	697 - Wheeling	---	---	---	---	yes	equal
	789 - Fairmont	yes	---	---	---	yes	equal
	829 - Boston	yes	---	yes	5 days	yes	equal
	852 - New York City	yes	---	yes	5 days	yes	equal
	863 - Newark	yes	---	---	---	yes	equal
SOUTHERN	79 - Tampa	yes	5 days	yes	5 days	yes	---
	270 - New Orleans	yes	---	---	---	yes	equal
	390 - Miami	yes	---	yes	5 days	yes	equal
	512 - Jacksonville	yes	---	yes	5 days	yes	equal
	745 - Dallas	yes	10 d.	yes	5 days	yes	equal
	968 - Houston	yes	10 d.	yes	3 days	yes	equal
WESTERN	595 - Los Angeles	yes	---	yes	10 d.	yes	equal

FOOTNOTE: 1/ Loser pays the cost of arbitration.

\* 135 - Indianapolis yes --- yes 5 days yes equal

CORRECTED as of Jan. 1, 1960



OTHER PROVISIONS

CONFERENCE AREA	LOCAL & CITY	COST of LIVING	MAINT. of STANDARD	MILITARY CLAUSE	JOB BIDDING	UNIFORMS Supplied	MEDICAL 1/
CENTRAL	20 - Toledo	---	yes	yes	yes	---	---
	89 - Louisville	---	yes	yes	yes	---	---
	105 - Cincinnati	---	yes	yes	yes	yes	---
	135 - Indianapolis	---	yes	yes	yes	yes	---
	197 - Cleveland	---	yes	---	---	yes	---
	200 - Milwaukee	yes	Wages	---	yes	yes	---
	215 - Evansville	---	yes	yes	---	---	---
	332 - Flint	yes	yes	yes	yes	---	---
	337 - Detroit	yes	yes	yes	yes	yes	---
	377 - Youngstown	---	---	---	---	---	---
	406 - Gr. Rapids	yes	yes	yes	yes	yes	---
	413 - Columbus	---	Wages	---	yes	---	---
	627 - Peoria	---	Wages	---	---	---	---
	729 - E.St.Louis	---	Wages	---	---	yes	---
	955 - Kansas City	---	Wages	---	yes	yes	yes
EASTERN	55 - Asheville	---	Wages	---	---	---	---
	71 - Charlotte	---	Wages	---	---	---	---
	110 - Altoona	---	Wages	---	---	yes	---
	169 - Philadelphia	---	yes	---	---	---	---
	229 - Scranton	---	yes	---	yes	---	---
	251 - Providence	---	---	yes	---	yes	---
	294 - Albany	---	---	---	---	yes	---
	317 - Syracuse	---	Wages	---	---	yes	---
	322 - Richmond	---	---	---	---	---	---
	340 - Portland	---	---	yes	---	yes	---
	391 - Raleigh	---	Wages	---	---	---	---
	404 - Springfield	---	---	---	---	yes	---
	505 - Huntington	---	---	---	---	---	---
	558 - Buffalo	---	Wages	---	yes	yes	---
	559 - Hartford	---	---	yes	---	yes	---
	570 - Baltimore	---	yes	---	---	---	---
	635 - Pittsburgh	---	---	yes	---	yes	---
	697 - Wheeling	---	---	---	---	yes	---
SOUTHERN	789 - Fairmont	---	---	yes	---	yes	---
	829 - Boston	---	---	yes	yes	yes	---
	852 - New York	---	---	---	yes	yes	---
	863 - Newark	---	---	---	---	yes	---
	79 - Tampa	---	Wages	---	yes	---	yes
	270 - New Orleans	---	Wages	yes	---	---	yes
WESTERN	390 - Miami	---	Wages	---	yes	---	yes
	512 - Jacksonville	---	Wages	---	yes	---	yes
	745 - Dallas	---	yes	yes	yes	yes	yes
	968 - Houston	---	---	---	---	yes	---
	595 - Los Angeles	---	yes	yes	yes	---	yes

FOOTNOTE: 1/ Company pays the cost of medical examinations.

CORRECTED as of Jan. 1, 1960



HOURLY WAGE RATES FOR SELECTED CLASSIFICATIONS

LOCATION	RATES EFFECT.	WHSEMEN (Gen'l)	SELECTOR	SHIP. or Rec.	CHECKER	FORK LIFT	FEMALE
<b>CENTRAL CONFERENCE AREA:</b>							
20 - Toledo 1/	8-30-59	2.34	2.39	2.52	2.39	-----	1.93
89 - Louisville 2/	1-25-59	2.21	2.31	2.46	2.31	-----	1.70
105 - Cincinnati 3/	11-1-59	2.22	2.34	2.35-51	-----	-----	1.55
135 - Ind'polis 4/	8-9-59	2.25	2.33	2.43-48	2.33	-----	1.58
197 - Cleveland 5/	4-1-59	2.29	-----	-----	-----	-----	1.73
200 - Milwaukee 6/	11-1-59	2.455	2.605	2.755	2.755	2.705	1.76
215 - Evansville 6a/	8-2-59	2.08	-----	2.18	-----	-----	-----
332 - Flint 7/	8-16-59	2.34	2.44	2.605	2.53	2.48	-----
337 - Detroit 8/	8-16-59	2.34	2.44	2.605	2.53	2.48	1.975
377 - Youngstown							
406 - Gr. Rapids 9/	4-12-59	2.30	2.40	2.51	2.40	-----	1.84
413 - Columbus 10/	10-18-59	2.28	2.38	2.53	2.53	-----	2.00
627 - Peoria 11/	5-25-59	2.03	2.08	-----	2.13	2.13	1.72
729 - E.St.Lou. 12/	7-5-59	2.20	2.325	2.475	2.425	2.375	1.68
955 - Kansas City	9-20-59	2.32	2.38	2.50	2.50	2.43	1.70
<b>EASTERN CONFERENCE AREA:</b>							
55 - Asheville 2-22-59		1.40	1.55	2.00	1.75	-----	-----
71 - Charlotte 13/	3-15-59	1.50	1.65	2.10	1.85	1.60	1.55
110 - Altoona 14/	10-4-59	2.425	2.525	2.625	2.575	2.525	2.25
169 - Phila. 15/	7-1-59	2.35	-----	2.50	2.50	2.50	1.675
229 - Scranton 16/	2-15-59	1.97	2.02	2.07	2.07	2.07	1.57
251 - Providence 12-1-59		2.38	2.43	2.53	2.53	2.48	1.76
294 - Albany 17/	5-1-59	2.335	2.385	2.485	2.485	2.435	1.935
317 - Syracuse 18/	5-1-59	2.495	-----	-----	-----	-----	2.03
322 - Richmond 18/	2-8-59	2.025	2.0875	2.35	2.165	2.1375	1.825
340 - Portland 19/	11-1-58	2.16	2.21	2.31	2.31	-----	1.59
391 - Raleigh 7-12-59		1.40	1.55	2.00	1.75	1.50	1.35
404 - Springfield 20/	3-1-59	2.38	2.43	2.53	2.53	2.48	1.765
505 - Huntington 21/	9-21-59	2.33	-----	2.48	2.48	2.43	-----
558 - Buffalo 5-15-59		2.40	2.50	2.60	2.60	-----	1.715
559 - Hartford 22/	11-2-59	2.4625	2.5425	2.6425	2.6425	2.5925	1.8575
570 - Baltimore 23/	3-28-59	2.26	2.31	2.46	2.435	2.436	1.765
635 - Pittsbgh 24/	10-1-59	2.99	3.095	3.34	3.265	-----	-----
697 - Wheeling 25/	1-21-59	2.76	-----	-----	-----	-----	-----
789 - Fairmont 26/	10-1-59	2.84	2.945	3.19	3.115	3.115	2.155
829 - Boston 27/	4-1-59	2.3225	2.3725	2.4225	-----	2.4225	1.6320
852 - New York 28/	7-27-59	2.51	2.61	2.76	2.76	2.71	2.01
863 - Newark 9-14-58		2.36	2.46	2.61	-----	2.56	-----
<b>SOUTHERN CONFERENCE AREA:</b>							
79 - Tampa 29/	5-24-59	1.50	1.55	1.725	1.65	-----	-----
270 - New Orlns 30/	2-1-59	1.64	1.69	1.79	1.79	1.76	-----
390 - Miami 12-6-59		1.45	1.60	-----	1.675	-----	1.35
512 - Jack'ville 31/	3-1-59	1.58	1.68	1.835	1.735	-----	-----
745 - Dallas 32/	6-22-59	1.89	1.97	2.02	2.02	1.97	1.65
968 - Houston 33/	3-14-59	1.69	-----	2.08	1.86	-----	-----
<b>WESTERN CONFERENCE AREA:</b>							
595 - Los Ang. 34/	9-7-59	2.60	-----	2.65	2.65	2.72	2.35

FOOTNOTES on following page.

FOOTNOTES: (For preceding page)

- 1/ #20 - Toledo, Ohio: Increase 2-28-60; Males = 5¢; Females = 7¢  
" 8-28-60; " = 5¢; " = --  
" 2-25-61; " = 5¢; " = 7¢  
" 8-27-61; " = 5¢; " = --
- 2/ #89 - Louisville, Ky.: Increase 1-24-60; Males = 10¢; Females = 3¢  
" 1-22-61; " = 9¢; " = 2¢
- 3/ #105 - Cincinnati, O.: Increase 6-1-60; Males = 4¢; Females = --  
" 10-30-60; " = 5¢; " = 5¢
- 4/ #135 - Indianapolis, Ind.: Increase 2-14-60; Males = 4¢; Females = --  
" 8-7-60; " = 6¢; " = 5¢  
" 2-12-61; " = 4¢; " = --
- 5/ #197 - Cleveland, Ohio: Increase 4-1-60; Males = 8¢; Females = 6¢
- 6/ #209 - Milwaukee, Wis.: Increase 10-30-60; Males = 8¢; Females = 2¢  
Cost-of-living adjustment semi-annually
- 6a/ #215 - Evansville, Ind.: Increase 1-31-60 = 4¢  
" 7-31-60 = 6¢  
" 1-29-61 = 4¢  
" 7-30-61 = 6¢  
" 1-28-62 = 4¢
- 7/ #332 - Flint, Michigan: Increase 8-21-60 = 7¢  
Cost-of-living adjustments quarterly
- 8/ #337 - Detroit, Michigan: Increase 8-21-60; Males = 7¢; Females = 7¢  
Cost-of-living adjustments quarterly
- 9/ #406 - Grand Rapids, Mich.: Increase 4-10-60; Males = 10¢; Females = 7¢  
Cost-of-living adjustment semi-annually
- 10/ #413 - Columbus, Ohio: Rates listed are for emps. with 1 year's service  
Increase 4-17-60 = 5¢; Males and Females  
" 10-16-60 = 5¢; " " "  
" 4-16-61 = 6¢; " " "  
" 10-15-61 = 5¢; " " "  
" 4-15-62 = 6¢; " " "
- 11/ #527 - Peoria, Illinois: Increase 5-25-60 = 10¢; Males and Females
- 12/ #729 - E. St. Louis, Ill.: Increase 7-6-60; Males = 10¢; Females = 8¢
- 13/ #71 - Charlotte, N. C.: Increase 3-20-60 = 10¢  
" 3-19-61 = 10¢

(continued)

FOOTNOTES: (continued)

- 14/ #110 - Altoona, Penna.: Rates listed are for employees with 1 year's service.  
Increase 10-2-60; Males = 10¢; Females = 10¢  
" 1-2-61; Males = 2¢  
" 6-2-61; Males = 2¢
- 15/ #169 - Philadelphia, Pa.: Increase 7-3-60; Males = 5¢; Females = 2¢  
" 7-2-61; Males = 10¢; Females = 2¢
- 16/ #229 - Scranton, Pa.: Increase 8-14-60 = 10¢; Males and females
- 17/ #294 - Albany, N.Y.: Rates listed are for employees with 1 year's service.
- 18/ #322 - Richmond, Va.: Increase 8-7-60; Males = 15¢; Females = 10¢
- 19/ #340 - Portland, Me.: Now negotiating new contract.
- 20/ #404 - Springfield, Mass.: Rates listed are for emps. with 2 years' service.
- 21/ #505 - Huntington, N. Va.: Rates listed are for emps. with 1 year's service.
- 22/ #559 - Hartford, Conn.: Rates listed are for emps. with 2 years' service.  
Increase Nov. 1960; Males = 12¢; Females = 7¢  
" Nov. 1961; " = 10¢; " = 7¢
- 23/ #570 - Baltimore, Md.: Increase 4-3-60; Males = 10¢; Females = 5¢  
" 4-2-61; " = 10¢; " = 5¢
- 24/ #635 - Pittsburgh, Pa.: Employees with 5 years' service get additional 10¢  
per hour over rate listed.  
Increase 10-1-60 = 12¢  
Wage reopening Oct. 1, 1961
- 25/ #697 - Wheeling, W. Va.: Rates listed are after 6 months' service.
- 26/ #789 - Fairmont, W. Va.: Employees with 5 years' service get additional 10¢  
per hour over rate listed.  
Increase 10-1-60 = 12¢  
Wage reopening Oct. 1, 1961
- 27/ #829 - Boston, Mass.: Rates listed are after 6 months' service.
- 28/ #852 - New York City: Increase 6-15-60 = 5¢
- 29/ #79 - Tampa, Florida: Increase 5/22/60 = 5¢
- 30/ #270 - New Orleans, La.: Increase 1-31-60 = 6¢

(continued)



HEALTH & WELFARE:

The following local unions have company paid Health & Welfare Programs other than the company program:

<u>CENTRAL:</u>	20 - Toledo, Ohio	- Local 20 Insurance Fund + Blue Cross
	89 - Louisville, Ky.	- Central States Southeast & Southwest Health & Welfare Fund (\$2.25 wkly)
	135 - Indianapolis, Ind.	- Central States Southeast & Southwest Health & Welfare Fund (\$2.25 wkly)
	215 - Evansville, Ind.	- Central States Southeast & Southwest Health & Welfare Fund (\$2.25 wkly)
	332 - Flint, Michigan	- Michigan Conf. of Teamsters Health & Welfare Fund (\$2.25 wkly)
	337 - Detroit, Michigan	- Michigan Conf. of Teamsters Health & Welfare Fund (\$2.25 wkly)
	406 - Grand Rapids, Mich.	- Michigan Conf. of Teamsters Health & Welfare Fund (\$2.50 wkly)
<u>EASTERN:</u>	110 - Altoona, Penna.	- Blue Cross and Blue Shield
	169 - Philadelphia, Pa.	- Teamsters Joint Council Welfare Fund (\$3.00 wkly)
	317 Syr.)	
	558 Buff.)	
	229 - Scranton, Penna.	- Blue Cross and Blue Shield (Blue Cross & Blue Shield)
	559 Hart.)	
	635 - Pittsburgh, Penna.	- Blue Cross and Blue Shield
	789 - Fairmont, W. Va.	- Blue Cross and Blue Shield
	852 & 863 - NYC and Newark	- "Maintain Existing"
<u>SOUTHERN:</u>	96R - Houston, Texas	- Central States Southeast & Southwest Health & Welfare Fund (\$2.50 wkly)
<u>WESTERN:</u>	595 - Los Angeles, Calif.	- Teamsters Food Industry Security Fund

PENSION PROGRAMS:

The following local unions have company paid Pension Plans other than company.

<u>CENTRAL:</u>	89 - Louisville, Ky.	- Central States Southeast & Southwest Pension Plan (\$2.00 wkly increases to \$3.00 on 7/23/61)
	135 - Indianapolis, Ind.	- Central States Southeast & Southwest Pension Plan (\$2.00 wkly)
	406 - Grand Rapids, Mich.	- Central States Southeast & Southwest Pension Plan (\$2.00 wkly increases to \$4.00 on 3/5/61)
<u>EASTERN:</u>	169 - Philadelphia, Pa.	- Local No. 169 Pension Plan (8¢ pr hr up to 40 hours per wk)
<u>WESTERN:</u>	595 - Los Angeles, Calif.	- Western Conference of Teamsters Pension Plan (\$17.30 monthly)



FOOTNOTES: (continued)

31/ #512 - Jacksonville, Florida: Increase 3-1-60 = 3¢ to 8¢) Depending upon  
" 3-1-61 = 3 to 4¢ ) classification

32/ #745 - Dallas, Texas: Increase 6-1-60; Males = 28 to 29¢) Depending upon  
" 6-1-61; Males = 9 to 10¢) classification

" 6-1-60; Females = 10¢  
" 6-1-61; Females = 10¢

33/ #968 - Houston, Texas: Increase 3-14-60 = 10¢  
" 3-14-61 = 10¢

34/ #595 - Los Angeles, Calif.: Increase 9-5-60 = 10¢; Males and Females

35/ #317 - Syracuse, New York: Rates listed are after 1 year's service.  
Increase 5-1-60: Males = 10¢; Females = 5¢

SICK LEAVE:

The following local unions' contracts refer to "company policy sick leave":

CENTRAL CONFERENCE:

20 - Toledo, Ohio  
89 - Louisville, Ky.  
135 - Indianapolis, Ind.  
627 - Peoria, Illinois  
729 - E. St. Louis, Ill.

EASTERN CONFERENCE:

55 - Asheville, N. C.  
71 - Charlotte, N. C.  
229 - Scranton, Penna.  
251 - Providence, R. I.  
294 - Albany, New York  
322 - Richmond, Va.  
340 - Portland, Maine  
391 - Raleigh, N. C.  
404 - Springfield, Mass.  
559 - Hartford, Conn.  
570 - Baltimore, Md.  
635 - Pittsburgh, Pa.  
789 - Fairmont, W. Va.  
829 - Boston, Mass.

SOUTHERN CONFERENCE:

270 - New Orleans, La.  
390 - Miami, Florida  
512 - Jacksonville, Fla.

WESTERN CONFERENCE:

595 - Los Angeles, Calif.

Basically, the company's sick leave plan is as follows:

Full time employees whose  
length of service with the  
Company is as follows:

6 months to 1 year service

1 year to 2 years' service

2 years to 5 years' service

5 years to 10 years' service

Over 10 years' service

Shall be entitled to the  
following schedule of  
payments:

1 week at full pay  
2 weeks at half pay

2 weeks at full pay  
3 weeks at half pay

3 weeks at full pay  
5 weeks at half pay

5 weeks at full pay  
7 weeks at half pay

7 weeks at full pay  
9 weeks at half pay

Benefits for the first three days of any illness are paid at the discretion of the company.